

MINUTES
OF THE BOARD OF REGENTS
WESTERN KENTUCKY UNIVERSITY

October 31, 2003

AGENDA ITEM 1 - Call to Order

Required statutory notice having been given, the fourth quarterly meeting of the Board of Regents of Western Kentucky University was held in the Cornelius A. Martin Regents Room in Mass Media and Technology Hall on the Western campus. The meeting was called to order by Chair Gray at approximately 8:30 a.m.

This was the first meeting to be held in the *Cornelius A. Martin Regents Room*, and appreciation was expressed to Mr. Martin for the generous financial support which he provided to make the room special with extra details and touches that would not have been possible without his generosity.

AGENDA ITEM 2 - Invocation

The invocation was provided by Dr. Larry Snyder, Associate Professor, Philosophy & Religion and Assistant Dean, Potter College of Arts, Humanities, and Social Sciences.

AGENDA ITEM 3 - Roll Call

The following members were present:

Ms. Kristen T. Bale
Mr. John V. Bradley
Dr. Robert L. Dietle
Mr. Earl Fischer
Ms. Lois Gray
Ms. Pat Jordan
Mr. Cornelius A. Martin
Ms. Forrest Roberts
Ms. LaDonna G. Rogers
Mr. Ronald G. Sheffer
Mr. James B. Tennill, Jr.

Others in attendance included: President Gary Ransdell, Ms. Liz Esters, Secretary to the Board of Regents and Staff Assistant to the President; Mr. Robert Edwards, Assistant Vice President for University Relations; Dr. Barbara Burch, Provost and Vice President for Academic Affairs; Mr. Tom Hiles, Vice President for Institutional Advancement; Dr. Richard Kirchmeyer, Vice President for Informational Technology; Ms. Ann Mead, Chief Financial Officer; Dr. Gene Tice, Vice President for Student Affairs; Mr. John Osborne, Associate Vice President for

Campus Services; Dr. Wood Selig, Athletics Director; and Ms. Robbin Taylor, Director of

Governmental Affairs.

In keeping with the policy of the Board, the agenda for the meeting and information and materials pertinent to items thereon had been mailed in advance of the meeting by the President to members of the Board.

AGENDA ITEM 4 - Disposition of minutes of the meeting of the third quarterly meeting of August 8, 2003

The minutes were presented by the Chair without reading inasmuch as copies were mailed prior to the meeting. Motion for approval was made by Mr. Fischer, seconded by Ms. Bale, and carried.

AGENDA ITEM 5 - Committee Reports

5.1 Finance and Budget Committee, Mr. Earl Fischer, Chair

Mr. Fischer called a meeting of the Board as a whole to discuss the following:

5.1.1 Approval of bond resolution and authorize the bonds sales of Consolidated Educational Revenue Buildings Revenue Bonds (CEBRB), Series Q in the approximate principal amount of \$11,130,000 that may be increased or decreased by \$1,130,000; and authorize President Ransdell to accept the lowest bid, award the bonds, and report back to the Board the results of the said action

FACTS: Western Kentucky University gained legislative authorization to issue agency bonds for additional renovations to Downing University Center and for the Materials Characterization Center. The legislative authorization is for institutionally-issued bonds with construction authorization of up to \$10 million. The State Office of Financial Management has been notified of the University's intent to proceed with the agency bonds.

The bond resolution has been prepared by Peck, Shaffer & Williams LLP who is serving as bond counsel for the University on this issuance. The bond resolution permits the University to initiate steps to sell the bonds, subject to the University accepting the lowest and best bid for the Series Q bonds and establishing the final principal amount and maturities for the Series Q bonds. A tentative schedule and the resolution are attached to the minutes as Attachment I (pages 35-65). Results of the final sale of bonds will be reported to the Board of Regents at its next quarterly meeting.

RECOMMENDATION: Board of Regents approval of the bond resolution and authorize the bond sales of Consolidated Educational Revenue Buildings Revenue Bonds (CEBRB), Series Q in the approximate principal amount of \$11,130,000 that may be increased or decreased by \$1,130,000; and authorization of President Ransdell to accept the lowest bid, award the bonds, and report back to the Board the results of said action.

Motion to approve the bond resolution and authorize the bond sales of Consolidated Educational Revenue Buildings Revenue Bonds (CEBRB), Series Q in the approximate principal amount of \$11,130,000 that may be increased or decreased by \$1,130,000; and authorize President Ransdell to accept the lowest bid, award the bonds, and report back to the Board the results of said action was made by Mr. Fischer, seconded by Ms. Jordan, and carried unanimously.

5.1.2 Acceptance of the 2002-03 Annual Report and Audit Report

FACTS: The financial statements of the University are the responsibility of Western Kentucky University management. The establishment and maintenance of an internal control structure and compliance with laws, regulations, terms, and conditions of grants and contracts are also the responsibility of University management. Western Kentucky University contracts with an external independent auditor to provide to the Board of Regents opinions that the financial statements present fairly the financial position of the University; the University has complied with applicable laws and regulations; and the design and operation of the University's internal control structure are effective.

BKD, LLP has completed the audit for the fiscal year June 30, 2003. The audit was performed in accordance with generally accepted auditing standards (GAAS). These standards are designed to obtain reasonable, rather than absolute, assurance about the financial statements. In performing GAAS procedures, BKD, LLP established scopes of audit tests in relation to the financial statements taken as a whole. The audit does not include a detailed audit of every transaction. Findings required to be reported by Government Auditing Standards related to segregation of duties to ensure internal control. There are no questioned costs associated with these findings. The Office of the Controller will prepare a response to these findings and *it will be submitted to the Finance and Budget Committee of the Board of Regents.*

In conjunction with this audit, BKD prepared the Independent Accountants Report in Compliance with Specified Requirements of Commonwealth of Kentucky House Bill 622. This state requirement is for an external auditor to express an opinion on the University's compliance in state requirements pertaining to accounting, auditing and payroll procedures; investments and interest income procedures; and purchasing procedures. The Report states that the University is in compliance with the criteria set forth by the Minimum Audit Scope for Compliance with House Bill 622.

The Independent Accountants' Report on Financial Statements and Supplementary Information includes only one issue to be addressed by University management. The audit notes that certain employees have custody of or access to cash receipts and also record or can adjust entries to record cash receipts. ***The recommendation is to segregate the custodial and access functions from the recording functions of these employees. This audit finding has been submitted to the Board of Regents in past audits.*** The University has responded previously that it did not have the capacity to reassign duties. This finding will be thoroughly reviewed to determine what changes can be made to eliminate this control weakness. Cash receipts functions have been reviewed in the Billings and Receivable and Cashier's offices in the Bursar's area. Procedures do exist and are in place to help detect defalcation and fraud. Student holds, student billing, Federal tax reporting requirements and various examination and review procedures are in place to help limit risk to the University. Because of the existence of these control procedures, we do not believe it is cost effective for the University to significantly increase staff size in these areas to further segregate duties.

As required by OMB Circular A-133, a schedule of findings and questioned costs is included with the Annual Financial Report. BKD, LLP notes no reportable conditions in internal control over financial reporting.

Jerry Henderson, Jason Stockton, and Ben Harmon, representatives of BKD, LLP were at the Board of Regents meeting to answer any questions. Mr. Stockton summarized the reports for the Board.

RECOMMENDATION: President Gary A. Ransdell recommends that the Board of Regents accept the 2002-03 Annual Financial Report and Audit Report prepared by Western Kentucky University and audited by the independent accounting firm of BKD, LLP.

Motion to accept the 2002-03 Annual Financial Report and Audit Report was made by

Mr. Fischer, seconded by Mr. Bradley, and carried unanimously.

Mr. Fischer noted that the Auditor’s recommendation for the past several years has been to segregate the custodial and access functions from the recording functions of the Bursar’s Office and *requested the agenda for the next Finance and Budget Committee contain a follow up on how this is being resolved and also that a “retirement program” update be included on future committee agenda.*

Secretary’s Note: A copy of the 2002-03 Annual Report and Audit Report is filed in the Board’s official files

5.1.3 Approval of Revisions to the 2003-04 Operating Budget

FACTS: The proposed revisions to the Western Kentucky University 2003-04 Operating Budget in the amount of \$1,067,864 are as follows: the University will be using unbudgeted tuition dollars for the fall semester to cover the cost of adding two additional classrooms for the Owensboro Campus in the amount of \$157,700. The Police Department received funding from the WKU Parents Association to assist with the Student Escort Service in the amount of \$2,500. The State reimbursed the University \$6,484 from the Underground Storage Tank Assurance Fund which will be returned to the Environmental Health and Safety budget. The royalty income is for software, which was produced by the Information Technology Division, and the income is to be divided between the Office of Sponsored Programs and Academic Computing. A rebate check of \$22,576 was received from JP Morgan and will be allocated to Postal Services and Shipping and Receiving to help cover deficits in student wages. A total of \$499,000 has been generated from the Georgia Office of School Readiness, Head Start and Community Action programs, and professional organizations; these dollars will be used to support Training/Technical Assistance Services. The University received a check totaling \$42,604 from FEMA, which will be used to reimburse Physical Plant Facilities. POD professional services have generated \$335,000. These dollars will be distributed as follows: \$50,000 to Applied Physics Institute, \$10,000 to the Biological Station, \$250,000 to the Combustion Lab, \$10,000 to Herd Assistance, and \$15,000 to the Hoffman Institute.

| <u>Source</u> | <u>Proposed Revision</u> |
|--|--------------------------|
| Educational and General | |
| Tuition and Fees | |
| Fall | 157,700 |
| Other Sources | |
| Police Department | 2,500 |
| Other Sales/Services | 570,664 |
| Royalty Income | 2,000 |
| POD Professional Services | 335,000 |
| TOTAL | \$ 1,067,864 |
| <u>Use</u> | |
| Additional Classrooms Owensboro Campus | 157,700 |
| Police Department | 2,500 |
| Environmental Health and Safety | 6,484 |
| Information Technology | 1,000 |
| Sponsored Programs | 1,000 |
| Postal Services & Shipping & Receiving | 22,576 |
| Training/Technical Assistance Services | 499,000 |
| Physical Plant Facilities | 42,604 |
| POD Professional Services | 335,000 |
| TOTAL | \$ 1,067,864 |

RECOMMENDATION: President Gary A. Ransdell recommends that the revisions to the Western Kentucky University 2003-04 Operating Budget be approved in order to increase the budget by \$1,067,864.

Motion for approval of the revisions to the 2003-04 Operating Budget was made by Mr. Fischer and seconded by Mr. Martin.

Dr. Dietle asked if these items were discussed by the University Budget Council noting that the Budget Council's role is to set priorities for net income available to the University; for several years the Budget Council has raised the issue that when new revenue is available to the University, the Budget Council is left out of the loop.

Ms. Mead indicated that the role of the Budget Council has been to make recommendations to the President on the allocation of anticipated state appropriations and increases in tuition. This recommendation for \$1,067,864 contains two pieces: self-generated revenue, for which the Budget Council has not been responsible; those revenues have been returned to the units from which they were generated; and the balance of approximately \$158,000 from new tuition revenue is requested to offset classrooms in Owensboro.

Mr. Fischer's motion for approval carried unanimously.

5.1.4 Approval of 2003-04 First Quarter Financial Report

REQUEST: Accept the 2003-04 First Quarter Report. (Attachment II - page 66).

FACTS: Total realized Educational and General (E&G) revenue, as a percentage of the budget, was slightly higher than the first quarter revenue of 2002-03. This may be attributable to slight variances in collections. Restricted revenues and expenditures for grants and contracts were comparable to the first quarter of 2002-03. The percent of budget for Auxiliary Enterprises, in comparison to the first quarter of 2002-03, shows a realization more in line with what should be collected in first quarter.

The increase in the revised budget for the first quarter of 2003-04 was due to the allocation of net assets to cover accounting requirements relating to the carry forward of encumbrances and balances in grants and contracts.

RECOMMENDATION: President Gary A. Ransdell recommends that the Board of Regents accept the First Quarter Financial Report.

MOTION: Accept the First Quarter Financial Report.

Motion to accept was made by Mr. Fischer, seconded by Ms. Bale, and carried unanimously.

5.1.5 Series P Bond Sale (Informational)

At its August 8th meeting, the Board of Regents approved the bond resolution and authorized the bond sales of Consolidated Educational Revenue Buildings Revenue Bonds (CEBRB), Series P. The resolution included an approximate principal amount of \$11,125,000 that could be increased or decreased by \$500,000. Authorization was given

to President Ransdell to accept the lowest bid, award the bonds, and report back to the Board the results of said action.

The bonds were sold, in the amount of \$11,135,000 on September 3rd. Correspondence from First Kentucky Securities Corporation providing the specifics regarding the distribution of funds and debt schedule was shared with the Board and is included in the Board's official files.

5.2 Academic Affairs Committee, Ms. Kristen T. Bale, Chair

5.2.1 REQUEST: Approval of Associate Degree program in Hospitality Management to be offered through the Bowling Green Community College of Western Kentucky University in Collaboration with the Department of Consumer and Family Sciences.

FACTS: The proposed Associate Degree program in Hospitality Management will respond to an emerging, documented need for individuals prepared for entry-level positions in the hospitality industry in the university's service area and beyond. In addition, the program will provide a foundation for students who may wish to later move on to baccalaureate study in this field. The program will be offered through a collaboration of the Department of Consumer and Family Sciences in the College of Health and Human Services and the Bowling Green Community College of Western Kentucky University. The program has also been developed in cooperation with the Owensboro Community College and the Bowling Green Technical College of the Kentucky Community and Technical College System (KCTCS).

The proposed program was initially approved internally at the university in early 2002. However, the Kentucky Council on Postsecondary Education (CPE) determined that the program should be subject to a full review by CPE before it could be implemented. Since the program will be offered at the associate degree level, an initial requirement in the CPE approval process included a review by KCTCS. KCTCS review and support was accomplished earlier this year. Approval from the WKU Board of Regents is now requested as the next step in this process.

The proposed program will address at least two of the strategic goals in Western Kentucky University's Strategic Plan: **Strategic Goal 1: Increasing Student Learning**, and **Strategic Goal 4: Enhancing Responsiveness to Constituents**.

COST IMPLICATIONS: No additional resources will be needed to support this program since it will draw on faculty and courses already in place as part of existing programs in the Department of Consumer and Family Sciences and the Bowling Green Community College.

RECOMMENDATION: President Ransdell recommends approval of an Associate Degree program in Hospitality Management to be offered through the Bowling Green Community College of Western Kentucky University in collaboration with the Department of Consumer and Family Sciences.

Approved: Academic Affairs Committee – October 16, 2003

Motion for approval of an Associate Degree program in Hospitality Management at

Western Kentucky University, effective on final approval by the Kentucky Council on

Postsecondary Education, was made by Ms. Bale, seconded by Ms. Jordan, and carried

unanimously.

5.2.2 Approval of Honorary Doctorate for Ms. Helen Thomas

FACTS: The University Honorary Doctorate Review Committee has again received nominations for several outstanding individuals to be candidates for honorary degrees at Western Kentucky University. The Committee is recommending that Ms. Helen Thomas be awarded an honorary doctorate at the December 2003 Commencement.

Ms. Helen Thomas, a native of Winchester, Kentucky, has earned her reputation as one of the outstanding news correspondents in the United States. Working her way up through the ranks as a reporter, she emerged in the 1960's as a leading member of the White House Press Corps representing United Press International. She became a fixture in the White House Press Room and a leading participant in Presidential news conferences, ultimately becoming known by her signature "Thank you, Mr. President" closing of those press conferences.

Ms. Thomas covered the presidencies of Kennedy, Johnson, Nixon, Ford, Carter, Reagan, Bush, and Clinton before retiring from the White House Press Corps. She was the only female reporter traveling with President Nixon on his historic visit to China in 1972 and subsequently traveled around the world several times covering presidential diplomacy and every Economic Summit.

Helen Thomas has been widely recognized as a pioneer for women in journalism and has been cited by *The World Almanac* as one of the 25 Most Influential Women in America. She was the first woman officer of the National Press Club, the first female White House bureau chief for a national wire service, and the first woman member of the Gridiron Club of Washington, DC. She is the author of three books, including the latest, *Thanks for the Memories Mr. President: Wit and Wisdom from the Front Row at the White House*. Following her retirement from the White House Press Corps, Ms. Thomas was appointed as a Shapiro Fellow in the School of Media and Public Affairs at George Washington University.

The outstanding lifetime achievements of Helen Thomas fully merit the awarding of an honorary doctorate by Western Kentucky University.

RECOMMENDATION: President Ransdell recommends that an honorary doctorate be awarded to Ms. Helen Thomas at the December 2003 Commencement.

Approved: Academic Affairs Committee, October 16, 2003

MOTION: Approval of Ms. Helen Thomas as recipient of an honorary doctoral degree to be awarded on December 13, 2003, was made by Ms. Bale, seconded by Mr. Sheffer, and carried unanimously.

5.2.3 Approval of designated Emeritus Faculty

FACTS: Provost and Vice President for Academic Affairs supports the listed faculty members who have been recommended by the tenured faculty, department head, and college dean to be awarded *Emeritus/a* status. They each have served the university for at least ten years and have had distinguished records of achievement and service at the university.

RECOMMENDATION: President Gary A. Ransdell recommends the awarding of emeritus/a status to each of the following faculty members:

Potter College of Arts, Humanities and Social Sciences

Department of History

Dr. George Dillingham, Associate Professor of History, Emeritus

Ogden College of Science and Engineering

Department of Chemistry

Dr. Curtis C. Wilkins, Professor of Chemistry, Emeritus

Department of Mathematics

Dr. Kyle Wallace, Professor of Mathematics, Emeritus

Dr. Carroll Wells, Professor of Mathematics, Emeritus

Approved: Academic Affairs Committee - October 16, 2003

Motion for approval of Emeritus/a status as recommended was made by Ms. Bale, seconded by Ms. Roberts, and carried unanimously.

5.3 Executive Committee

5.3.1 REQUEST: Approval of and authorization to enter into a lease - purchase agreement with the WKU Real Estate Foundation, Inc., for 6.457 acres of land located on Storey Avenue, Bowling Green, Warren County, Kentucky.

RECOMMENDATION:

The President requests authorization and approval to enter into a lease - purchase agreement with the WKU Real Estate Foundation, Inc., for 6.457 acres of land located on Storey Avenue, adjacent to the South Campus property, and owned by Henry and Jean Carlisle for the sum of \$200,000, under the terms and conditions outlined herein.

FACTS:

The property's appraised value is \$200,000. The value of the property would be placed in a Charitable Annuity Trust with the WKU Real Estate Corporation for a 15-year period. The Carlises would receive income from the Trust in the amount of \$13,500 annually for this 15-year period. The University will, in turn, lease the property from the WKU Real Estate Foundation under a lease - purchase agreement, for a rental amount and term equal to the annuity. At the end of the 15-year period, the property will be transferred to the University.

It is the University's intention to draw upon the University Reserve for payment of the annual rental payment.

This property is located adjacent to the University's south campus property (Bowling Green Community College and Institute for Economic Development). It is undeveloped at this time, and will be utilized for additional parking.

Approved - Executive Committee - October 16, 2003

Motion to authorize and approve the President to take actions necessary to enter into a lease-purchase agreement with the WKU Real Estate Foundation, Inc., for 6.457 acres of land located on Storey Avenue and owned by Henry and Jean Carlisle, for the sum of \$200,000, under the terms and conditions outlined herein was made by Mr. Fischer, seconded by Ms. Bale, and carried unanimously.

5.3.2 REQUEST: Approval of and authorization to purchase 1658 Normal Drive, Bowling Green, Warren County, Kentucky.

RECOMMENDATION:

The President requests authorization and approval to purchase property located at 1658 Normal Drive for the sum of \$134,000. (See Attachment III - pages 67-69)

FACTS:

This property lies on Normal Drive, in Bowling Green. There is a single family residence on the property, which is in very good condition. The fair market value of the property has been appraised at an amount equal to the purchase price. Acquisition of the property is in keeping with the University's Master Plan and would improve access to and utilization of other property already owned by the University in that area.

It is the University's intention to draw upon the University Reserve for payment of the \$134,000.

Approved - Executive Committee - October 16, 2003

Dr. Dietle asked if the University has any idea what the optimum number of parking spaces for an institution this size would be indicating *he "would like to see us have a plan in place so that we are working towards a goal.* There's certainly a more scientific approach where, if we determine that "x" number of parking spaces is needed--that is capacity for a university of this size--that is appropriate, and we work to achieve that."

Dr. Ransdell noted that "we're a long way from that, but we'll come back in January with a report that has long-term objectives and short-term options."

Motion to approve and authorize the purchase 1658 Normal Drive, Bowling Green, Warren County, Kentucky, for the sum of \$134,000 was made by Ms. Bale, seconded by Mr. Sheffer, and carried unanimously.

5.3.3 Approval of Athletic Employment Agreement with Darrin Horn

FACTS: The University has negotiated an employment agreement with Darrin Horn, Head Coach of the Men's Basketball program.

Approved: Executive Committee - October 16, 2003

MOTION: Approval of Employment Contract between the University and Coach Darrin Horn

Note: A copy of the signed contract is filed in the Board's official files.

5.3.4 Approval of \$415,500 for submission to the Council on Postsecondary Education for matching funds from the Regional University Excellence Trust Fund

RECOMMENDATION:

The President recommends that the Board approve for submission to the Council on Postsecondary Education for \$415,500 in matching funds from the Regional University Excellence Trust Fund. The donors, gifts and pledge commitments and endowment designations are listed below. This request, combined with previously approved requests, total the allocated matching funds of \$4,759,000 from the Regional Excellence Trust Fund.

WKU-Endowment Match Request

| <u>Endowment Title</u> | <u>State Funds Requested</u> |
|--|------------------------------|
| BB & T Visiting Professorship in Business Leadership And Ethics | 250,000 |
| Bowling Green Western Symphony Fund for Excellence | 125,000 |
| Graham Hatcher Lecture Series in Modern Languages | 25,000 |
| Pat Eubank French Memorial Scholarship Fund - addition | <u>15,500</u> |

BACKGROUND:

Pursuant to guidelines approved by the Council on Postsecondary Education, the Western Kentucky University Board of Regents acknowledges that it has primary responsibility for the implementation of the Endowment Match Program. Specifically, the Board of Regents is responsible for providing oversight of all these endowment funds.

As designated by the signature below, the Board notifies the Council of the receipt of gifts and pledges to be endowed in the amount of \$415,500 and the university's intention to submit requests for matching state funds. Furthermore, the Board acknowledges responsibility for oversight of the endowments established with these funds in accordance with Council guidelines and procedures.

Lois W. Gray, Chair

Date

Approved: Executive Committee, October 16, 2003

Motion to approve for submission to the Council on Postsecondary Education for

\$ 415,500 in matching funds from the Regional University Excellence Trust Fund for the donors, gifts and pledge commitments and endowment designations identified above was made by Ms. Rogers, seconded by Ms. Bale, and carried unanimously.

5.3.5 Approval to name classrooms, offices, and rooms in certain University buildings.

RECOMMENDATION:

President Gary Ransdell recommends that the Board of Regents accept and approve the naming of the classrooms, offices, and rooms in certain University buildings in recognition of the donors, benefactors, and distinguished faculty identified herein.

Background:

The University wishes to recognize the contributions made by the donors, benefactors, and distinguished faculty to the University. In this regard, the University is recommending that the rooms, classrooms, and offices identified as follows be named as indicated.

Brief Biographical Information for Named Classroom Donors / Honorary Members:

Listening Library in Helm-Cravens for:

Lila Hardcastle Greene

Ms Greene is a 1943 alumna of Western and is from Bowling Green. She worked in the WKU library during and after college and taught school for several years. She was also the owner and operator of the Broadway Washeteria and has been the co-owner of B.G. Consolidated, Inc. with her brother, Charles Hardcastle, for more than 40 years.

Reading Room in Kentucky Building for:

Dr. Lowell and Penny Harrison

Dr. Harrison is a 1947 alumnus of Western. He became a faculty member in the Department of History in 1967 and then retired in 1998. He was named the university historian in 1979. He has produced more than 10 books and 100 articles on history with an emphasis on Kentucky History. Ms Harrison is a 1976 graduate of Western and has served as Western's manuscripts librarian for many years.

Track @ Smith Stadium for:

Charles M. and Ruth Evelyn Ruter

Mr. Ruter is a 1946 and 1947 alumnus of Western. Mr. Ruter is a longtime official, meet director, international team staff member, and former vice president of USA Track & Field (USATF). Ms. Ruter is a 1947 alumna of Western. She and Mr. Ruter are both retired

school administrators in Jefferson County. Gifts from Mr. and Mrs. Ruter will honor Charlie's service to track and field.

Approved: Executive Committee, October 16, 2003

Motion for approval to name classrooms, offices, and rooms in certain University buildings as specified for the individuals named above was made by Ms. Bale, seconded by Dr. Dietle, and carried unanimously.

5.3.6 Approval of plan to address academic quality

REQUEST: Approval of a proposal to enhance Academic Quality and Student Success which includes:

- **approval of \$200 per-semester (per student) tuition increase restricted to academic quality as outlined in the proposal submitted to the Executive Committee on October 16, 2003; and**
- **approval of a cap for a tuition increase for Fall 2004 of 10%. (A final amount of 10% or less will be recommended at the Spring 2004 Board meeting.)**

BACKGROUND: See proposal below entitled "It is Academics' Turn."

It is Academics' Turn

A proposal to the WKU Board of Regents to enhance

Academic Quality and Student Success

APPROVED: Executive Committee, October 16, 2003

The WKU Board of Regents is guiding the institution through a well-planned attitudinal, physical and financial transformation. This transformation is encouraged by a challenge from the Commonwealth of Kentucky to: be more responsive to improving the lives of Kentuckians; enroll, retain, and graduate more students; raise more private support; and achieve national prominence in at least one academic program. Since Higher Education Reform legislation passed in 1997, Western Kentucky University has doubled its applicant pool to over 11,000; grown its enrollment by 3,700 students; raised \$102 million in private gifts; achieved a number one national ranking with a Council on Postsecondary Education approved Program of Distinction (Journalism and Broadcasting); nearly tripled its faculty output in sponsored research and public service to \$29 million; built two academic buildings with state support; renovated many of its residence halls, dining halls, and athletic facilities with new non-state funded financial models; and addressed regional economic development needs with its enhanced applied research programs, new engineering programs, and an innovative Center for Research and Development. These are all significant elements in the transformation of WKU from a university of regional importance to a university of national prominence. Attitudes have changed at Western, and a physical transformation of the campus is under way.

A downturn in the nation's economy and four years of state budget shortfalls have, however, created serious financial pressure and academic compromise for Western. Nearly all of WKU's enrollment growth has been unfunded with state appropriations. WKU has experienced three budget cuts since 2000. The CPE supported higher education benchmark funding model indicates that WKU is currently under funded by nearly \$43 million. The budget picture for Kentucky is bleak at best with a projected state shortfall of \$247 million (and growing) for the current fiscal year.

Nearly all relevant parties have helped address WKU's needs: the state has provided all it can in recent years; alumni, friends, and fans have given; faculty have taken on larger classes and work loads; and, the university's business enterprises have been maximized. Academic programs, however, have suffered. Class sizes have grown from 16 to 1 to 19 to 1. New faculty positions

have not kept pace with enrollment growth. Too many part-time and adjunct faculty have been hired. Academic operating budgets have been cut or held flat. Teaching and research equipment has deteriorated or become outdated. The South Campus has become overcrowded. Academic quality is suffering.

Tuition is the only source of revenue left under WKU's power to control. WKU's tuition is below national averages, benchmark averages, and averages in surrounding states. A reasonable increase will still allow it to be below these averages.

Quality, value for fair cost and meaningful faculty-student engagement must define the Western Experience. The best thing we can do to add value to the academic experience at Western is to ensure academic quality. The best thing we can do for our students is to offer the necessary class sections, with sufficient full-time faculty, to graduate more students more quickly.

The following plan has three objectives: 1) address unfunded enrollment growth pressures; 2) enhance academic quality; and 3) bring tuition more in line with peer institutions. This plan will not fix all of the compromises created by unfunded growth, but it will help. Improved state appropriations must be forthcoming in order to close the \$42 million gap in CPE documented need.

A reasonable plan to enhance academic quality and student success will require a \$200 per semester tuition increase for all students (excluding part-time graduate students) beginning with the Spring 2004 semester. This will produce \$5,847,000 in new recurring revenue, which will be restricted by action of the Board of Regents to the attached purposes. This plan does not address faculty salaries, health care costs, inflationary costs, utilities, or other expenses normally addressed with an annual tuition increase and state appropriations. This increase does address academic quality and student success initiatives which WKU has been unable to fund in recent years and will certainly be unable to fund for the next few years.

This plan enhances the Western Experience for all students and faculty. It reduces the existing compromises to academic quality resulting from unfunded growth. It ensures a higher value for reasonable cost. It meets the academic crossroads which confront WKU.

Enhancing Academic Quality and Student Success

| | | |
|------------|---|---------------------------|
| I | Faculty Staffing / Recruitment / Retention | \$2,085,000 |
| II | Academic Support / Student Success | \$1,957,000 |
| III | Academic Learning Environments | <u>\$1,805,000</u> |
| | TOTAL | <u>\$5,847,000</u> |

Assumptions:

1. There exists at WKU a critical need for support to assure academic quality and responsiveness to needs created by unfunded growth.
2. Projected recurring revenue of \$5,847,000.
3. Directs new resources to achieve highest possible academic quality and student success.
4. Provides significant response to the need to restore balance in faculty composition and the need for additional faculty positions.
5. Does not address all of the infrastructure needs essential to Information Technology.
6. Does not address faculty salary benchmark issues or other faculty/staff compensation issues. These will be addressed in the annual budgeting sequence.

Givens:

1. Requires a \$200 per student restricted tuition account to be included in the January 2004 tuition rate. Excluded from this rate increase will be all part-time graduate students.
2. Create desperately needed new faculty positions.
3. Strengthens faculty development and academic operating budgets

4. Provides resources to ensure academic / instructional spaces are renovated to best support teaching and learning (aesthetically, technologically, pedagogically, and functionally).
5. Includes dollars to achieve space expansion on South Campus to include additional parking; property acquisitions; and new and renovated building space. Requires a proposed \$7.056 million agency bond.
6. Includes debt coverage to create success center in DUC (\$7 million agency bond approved by General Assembly in Spring 2003). Phase II will feature a major new student success component utilizing the 4th floor of DUC.

Objectives / Actions / Cost

| I. | Faculty Staffing / Recruitment / Retention | (\$2,085,000) |
|---|--|---------------|
| <p>Faculty composition (F '03): = 829 FTEF (full-time equivalent faculty)</p> <p>Distribution of faculty positions in FTE (full-time equivalency):</p> <p>Full time (includes instructors) 647 = 78% (should be (85-88%))</p> <p>N 647 (18 are temporary)</p> <p>498 are tenured / tenure track = 60% (should be nearer to 72-75%)</p> <p>149 are other FTF = 18%</p> <p>(instructors, visiting-faculty, faculty in residence)</p> <p>182 FTEF are part time = 22% (should be 12-15%)</p> <p>SFR: now 19.1; was 16.5:1)</p> | | |
| 1. | <p><i>Begin to restore essential balance to faculty composition</i></p> <p>(e.g., full-time regular / instructors / full-time temporary/part-time).</p> <ul style="list-style-type: none"> Create 20 NEW faculty positions in academic disciplines hardest hit by unfunded growth. | 1,136,000 |
| 2. | <p><i>Reduce excessive use of part-time faculty by converting</i></p> <p>part-time faculty to 10 FT regular faculty positions. (Results in FTF teaching approximate 90 classes annually now taught by PTF.)</p> | 424,000 |
| 3. | <p><i>Enhance ability to recruit and retain all faculty.</i></p> <ul style="list-style-type: none"> Increase current level of professional development / travel / support dollars for faculty in all academic departments and programs by 50%. | 152,000 |
| 5. | <p><i>Fund budget for faculty recruitment / support</i></p> <p>(currently budgeted @ 61,732; requires 178,068)</p> | 117,000 |
| 6. | <p><i>Reinforce operating budgets of academic departments</i></p> <p>to offset diluting effect of unfunded growth – Increase in (non-personnel) operating budgets for 43 academic departments and nine interdisciplinary programs (+17%)</p> | 256,000 |

Future Commitment: The importance of increasing faculty salaries to compare more favorably with our national benchmark institutions and the competitive marketplace is absolutely essential and a highest priority. However, increases in faculty and / or staff compensation have not been included in this proposal that focuses on “Student Success and Academic Quality.” It is obvious that faculty quality is critical to academic quality; however, it is assumed that enhancements in compensation will continue to be addressed as possible within the annual budgeting cycle.

Currently, in 2002-03, the amount required to achieve benchmark median for faculty salaries would have been \$2,073,900. A five-year plan, assuming inflationary increases during that time, would require approximately \$500,000 annually in benchmark adjustment dollars just to reach the benchmark median. This would also assume that annual salary increases keep pace with the benchmark averages.

Goals and Performance Indicators will be addressed in
Section I. - **FACULTY STAFFING/RECRUITMENT/RETENTION**

Goal 1: Increase student learning.

Promote learning that fully develops individual potential and produces graduates who can successfully live, work, and contribute to society in a global context.

- 1h Restore student/ faculty ratio to at least 17:1 to reduce disproportionate faculty loading due to recent accelerated growth.

Goal 2: Develop the student population.

Attract, retain, and graduate an increasingly diverse, academically talented, and achievement-oriented student population.

- 2b Implement an enrollment management plan that accommodates growth and maintains commitment to high quality education through ensuring that resources needed to hire additional full-time faculty members are identified and secured.

Goal 3: Assure high quality faculty and staff.

Attract, retain, and support high-quality faculty and staff.

- 3b Increase faculty development resources, including annual increases that result in doubling of faculty travel budget lines by 2006.
- 3h Identify strategies and incentives needed to recruit and retain high-quality faculty and provide adequate funding to support incentives.

Goal 5: Improve institutional effectiveness.

Commit to continuous improvement of institutional effectiveness and efficiency in all programs and services.

- 5f Achieve tier 1 ranking in the category Southern Universities—Master’s in the annual U.S. News and World Report survey by 2008.

| | |
|---|---|
| II. Academic Support / Student Success | \$1,957,000 |
| 1. Create and expand programs / initiatives that enhance the academic challenge, support student engagement, and add value to the WKU degree. | (1,300,000) |
| <ul style="list-style-type: none">• Create Student Success Center in DUC dedicated to student success and engagement (Supports previously authorized but yet unfunded \$7 million agency bond). Student Success Center to include:<ul style="list-style-type: none">▪ An expanded Career Planning Services Center▪ A Student Engagement Center▪ The Learning Center – academic tutors, mentioning, and advising▪ The Help Center – offering peer mentioning and advising▪ Office of Diversity Programs▪ Support site for non-traditional students▪ A Computer Help Lab▪ Student Media Assistance Center▪ Work areas for student projects▪ Other student advisement support services• Provide academic (space and staff) support in college / programs to expand opportunities for student success / enhanced retention and graduation – e.g., tutoring, mentioning, advising, equipment, staff, programming, assessment.• Enhance budget for Honors Program<ul style="list-style-type: none">▪ Create a stand-alone Director’s position▪ Enhance funding for:<ul style="list-style-type: none">○ Study Abroad for Honors’ students○ Research Enhancement○ Outstanding Thesis Award○ Honors Program Lecture Series○ Promotion○ Programming for Honors Residence Hall• Expand staffing and programmatic support for | <ul style="list-style-type: none">600,000300,000100,000300,000 |

initiatives that provide opportunities for student engagement and enhanced student learning at both on- and off-campus sites. Includes initiatives / programs such as:

- Civic engagement – American Democracy Project (ADP)
- Leadership Development
- “Quality Enhancement Plan” (QEP)
- Serving learning / volunteerism
- American Humanities
- Global Scholars / internationalization / study abroad
- Applied Research
- Learning Communities
- Diversity Enhancement
- Non-traditional Student Programs
- Career Services
- Internships

2. **Increase capacity to recruit and retain outstanding graduate students (350,000)**

- | | |
|--|---------|
| • Increase GA stipends by \$1,400 (to \$7,800 each) | 280,000 |
| • Support for graduate student recruitment and retention | 70,000 |
| • Freeze part-time graduate tuition | -0- |

3. **Provide additional targeted student scholarships and need-based student financial support. (\$307,000)**

- | | |
|---|---------|
| • Targeted scholarships (music/performing arts/forensics) | 65,000 |
| • Student worker funds | 57,000 |
| • Leadership scholarships (one-time)(25 x \$1,000-ACT 22-26) | 25,000 |
| • Need-based, highly qualified student scholarships target counties (ACT 24-27) | 100,000 |
| • Funding for scholarships in POD disciplines | 60,000 |

Goals and Performance Indicators will be addressed in
Proposal Section II - ACADEMIC SUPPORT/STUDENT SUCCESS:

Goal 1: Increase student learning.

Promote learning that fully develops individual potential and produces graduates who can successfully live, work, and contribute to society in a global context.

- 1d Inventory international and culturally diverse learning experiences and use data to set specific targets for curricular and extracurricular involvement that increase students’ global understanding.
- 1e Inventory student engagement in experiences that enhance education (e.g., internships, leadership experiences, community service, undergraduate research, cultural events) and set targets for increased student participation based on survey data.
- 1i Implement fully articulated “Placement for Success” program and assess its effectiveness in enhancing successful student learning.

Goal 2: Develop the student population.

Attract, retain, and graduate an increasingly diverse, academically talented, and achievement-oriented student population.

- 2b Implement an enrollment management plan that accommodates growth and maintains commitment to high quality education through ensuring that resources needed to hire additional full-time faculty members are identified and secured.
- 2d Increase retention rate (three-year rolling average) of first-time, full-time freshmen (FTFTF) to 71.5.
- 2e Increase graduation rates as reflected in
 - increasing six-year graduation rate from 40.5 percent to 44.4 percent, consistent with state CPE goals.
 - increasing five-year graduation rate (three-year rolling average) of transfers to 62.6 percent.
- 2g Provide competitive support (assistantship stipends, tuition waivers, or grants) at least equal to those of benchmark institutions in order to increase the number of high-quality graduate students.

- 2i Increase student capacity to utilize technology through establishing on-line tutorials and training opportunities.

III. Academic Learning Environments (\$1,805,000)

Renovate / update / create classrooms, instructional labs and teaching / learning work stations to support positive environment for teaching and learning, including utilization of the potential of instructional technology.

- | | |
|--|--------------------|
| 1) Instructional Equipment – new and replacement – Maintenance contracts | 200,000 |
| 2) Renovation / upgrading / expansion to meet selected programmatic needs. Including Information Technology. | |
| <ul style="list-style-type: none"> Renovate main campus classrooms / instructional labs and Clinical areas / student / faculty work areas / spaces for collaborative projects / instructional work stations / extended campus areas / research support areas / “smart” classrooms | 500,000 |
| <ul style="list-style-type: none"> Instructional technology support and enhancement, including support for departmental computer labs / technology infrastructure | 500,000 |
| 3) Alleviate crowded conditions and satisfy space needs in most critical growth area—expansion / support of South Campus space, parking, and improved access (7,056,000 agency bond) | 605,000 |
| <ul style="list-style-type: none"> Property acquisition | (600,000) |
| <ul style="list-style-type: none"> Parking expansion | (1,844,539) |
| <ul style="list-style-type: none"> Connecting roads | (129,663) |
| <ul style="list-style-type: none"> South Campus renovation: <ul style="list-style-type: none"> Enclose Courtyard | (1,190,567) |
| <ul style="list-style-type: none"> <ul style="list-style-type: none"> Build one-story addition to existing campus building 12,600 SF | (2,291,231) |
| <ul style="list-style-type: none"> <ul style="list-style-type: none"> Include food service area | (1,000,000) |
| Total | (4,481,798) |

Goals and Performance Indicators addressed in
Proposal Section III - ACADEMIC LEARNING ENVIRONMENTS:

Goal 1: Increase student learning.

Promote learning that fully develops individual potential and produces graduates who can successfully live, work, and contribute to society in a global context.

Goal 2: Develop the student population.

Attract, retain, and graduate an increasingly diverse, academically talented, and achievement-oriented student population.

- 2d Increase retention rate (three-year rolling average) of first-time, full-time freshmen (FTTF) to 71.5.

- 2e Increase graduation rates as reflected in

- increasing six-year graduation rate from 40.5 percent to 44.4 percent, consistent with state CPE goals.
- increasing five-year graduation rate (three-year rolling average) of transfers to 62.6 percent.

- 2i Increase student capacity to utilize technology through establishing on-line tutorials and training opportunities.

Goal 4: Enhance responsiveness to constituents.

Respond to educational, social, cultural, and economic development needs through increased outreach, applied scholarship, service, and innovative opportunities for lifelong learning.

- 4i Implement a coordinated academic structure that increases faculty engagement with economic development initiatives and expands responsiveness to serving needs of community constituencies in such areas as continuing education, training, distance learning, applied research and technology, and other outreach areas.
- 4j Develop plans that provide maximum opportunities and support for the Bowling Green Community College to meet the needs of the community and region.

Goal 5: Improve institutional effectiveness.

Commit to continuous improvement of institutional effectiveness and efficiency in all programs and services.

- 5f Achieve tier 1 ranking in the category Southern Universities—Master's in the annual *U.S. News and World Report* survey by 2008.

The tuition and Fee Schedule, effective Spring 2004 follows:

| | Semester | Part-time |
|--|------------------|------------------------|
| | Full-time | Per Credit-Hour |
| Undergraduate | | |
| Resident | \$2,025 | \$169 |
| Non-Resident | 4,449 | 371 |
| Graduate | | |
| Resident | 2,199 | 222 |
| Non-Resident (Domestic) | 2,379 | 242 |
| Non-Resident (International) (See Note 1*) | 4,881 | 242 |
| Tuition Incentive Program | | |
| Undergraduate | 2,433 | 203 |
| Distance Learning Course (See Note 2**) | | |
| Undergraduate | 2,076 | 173 |
| Graduate | 2,277 | 253 |

Full-time status for the Fall or Spring semester is defined as:

12 hours or more for Undergraduates

9 hours or more for Graduates

***Note 1:** The full-time non-resident, international graduate tuition and fees will be assessed at a total of \$4,881. The university will award a \$2,502 graduate non-resident scholarship for full-time, non-resident, international graduate students. This scholarship is equivalent to the difference between the total charges of \$4,881 and \$2,379 for full-time, non-resident, international graduate students.

****Note 2:** The Distance Learning Course rate is for all part-time students, regardless of residency, enrolling in an on-line, web-based courses. The full-time distance learning rate applies to any student who takes a full-time load comprised exclusively of on-line course.

Motion by Dr. Dietle and seconded by Ms. Bale to approve the proposal to enhance

Academic Quality and Student Success which includes:

- approval of \$200 per-semester (*per-student*) tuition increase restricted to academic quality as outlined in the proposal submitted to the Executive Committee on October 16, 2003; and
- approval of a cap for a tuition increase for Fall 2004 of 10%.
(A final amount of 10% or less will be recommended at the Spring 2004 Board meeting.)

Mr. Bradley expressed his support for the proposal *with the charge that the University*

continually look at cost-saving measures.

Dr. Dietle *asked that the Board mandate a request for a follow up at the next couple of meetings to see how the money is being spent.* He commented, "The proposal contains a series of promises, which will probably be revised as they are implemented, but follow up should be very diligent to ensure that the money is going to the areas promised."

Dr. Dietle also noted that, in the public forums that he attended where President Ransdell explained this to the faculty, there was wide support for this; there is understanding why this plan does not address salaries and benefits because of the necessity to shore up the fundamentals of the academic areas. He felt it would have an impact on the morale of the faculty.

Ms. Bale expressed appreciation to "the faculty who has and will continue to breach us through this unfunded enrollment growth noting that the retention and graduation rates are still continuing to increase, and credit goes to the faculty."

Chair Gray called for the vote on Dr. Dietle's motion for approval. Motion carried unanimously.

5.3.7 Investing in the Spirit

Tom Hiles reviewed the information found in pages 42-53 of the agenda packet.

5.3.8 Media Report

A review of the media report found on pages 55-56 of the agenda packet was given by Bob Edwards, Assistant Vice President for University Relations.

5.4 Student Affairs Committee, Mr. James B. Tennill, Chair

5.4.1 Approval of amendment to the Board of Regents By-Laws and Code Of Ethics to address a technical loophole that exists between the Bylaws and the University Disciplinary Committee appeal process

BOARD OF REGENTS BY-LAWS AND CODE OF ETHICS AMENDMENT (First Reading - Student Affairs Committee, October 16, 2003; BOR - 10/31/03)

ARTICLE IV

- 5. Student Affairs Committee:** The Committee will review, evaluate, and provide guidance on all matters related to student life issues, including facilities, renovation, or new construction related to or associated with same. **In addition, this Committee shall have delegated authority from the Board of Regents to render a final decision on an appeal of any student disciplinary decision rendered by the University Disciplinary Committee. Any decisions rendered by the Committee should be reported to the full Board at the next regular meeting following the Committee's decision.** The Committee will consist of a minimum of three and a maximum of five members of the Board. The President of the University shall appoint a member of the staff to serve as administrative agent to the Committee.

BACKGROUND:

The University Disciplinary Committee may suspend or expel a student at any time during the calendar year so long as the individual is an enrolled student during the time of the hearing. At the present time, a student can appeal a suspension or expulsion to the Board of Regents which by law is required to meet at least quarterly during any calendar year. There have been situations where a student's appeal to the Board is handled by the Student Affairs Committee, yet, it may take up to eighty days following the University Disciplinary Committee's recommendation before the full Board could hear the case. This has allowed individuals to continue being enrolled in school pending the final decision of the full Board. In some cases, the individual has continued to receive grades while waiting for a final decision by the Board. Reviewing and changing this process will allow the University to remove undesirable individuals from the campus in a more expedient manner, and it would be advantageous to the safety and welfare of the University community.

Approved: Student Affairs Committee, October 16, 2003

Motion to approve the first reading of the recommended amendment to Article IV

of the *Board of Regents' By-laws and Code of Ethics* was made by Mr. Tennill, seconded

by Ms. Jordan, and carried unanimously.

AGENDA ITEM 6 - Recommendation for approval of personnel recommendations

since August 8, 2003

The recommended actions are contained in the next thirteen pages.

PERSONNEL CHANGES – FACULTY

| Organization | Employee | Title | Effective Date | End Date | Salary | Proposed Salary | Type Action |
|-----------------------------------|----------------------|---------------------------------|----------------|------------|--------|-----------------|---------------------|
| Allied Health | Karen Smarko | Instructor | 08/06/2003 | | | 8,676.00 | Initial Appointment |
| Biology | John Sorrell | Instructor | 08/06/2003 | | | 32,004.00 | Initial Appointment |
| Community College | Daltrey Price | Instructor | 08/06/2003 | 06/30/2004 | | 32,496.00 | Initial Appointment |
| Community College | Carol Stowe-Byrd | Instructor | 08/06/2003 | 06/30/2004 | | 34,740.00 | Initial Appointment |
| Community College | Jacqueline Wofford | Instructor | 08/06/2003 | | | 34,992.00 | Initial Appointment |
| Computer Science | Mostafa Mostafa | Instructor | 08/06/2003 | 06/30/2004 | | 50,004.00 | Initial Appointment |
| Curriculum & Instruction | Patricia Miller | Instructor | 08/18/2003 | 12/31/2003 | | 12,000.00 | Initial Appointment |
| Engineering | Jian Peng | Instructor | 08/06/2003 | 06/30/2004 | | 49,008.00 | Initial Appointment |
| Mathematics | Jean-Claude Evard | Visiting Assistant Professor | 08/06/2003 | 06/30/2004 | | 40,008.00 | Initial Appointment |
| Mathematics | Billie May | Instructor | 01/01/2004 | 06/30/2004 | | 16,260.00 | Initial Appointment |
| Mathematics | Peter Sepanski | Visiting Assistant Professor | 08/06/2003 | 06/30/2004 | | 41,520.00 | Initial Appointment |
| Mathematics | Christopher Winfield | Visiting Assistant Professor | 08/06/2003 | 06/30/2004 | | 41,520.00 | Initial Appointment |
| Music | Sarah Mitchell | Professional-in-Residence | 09/15/2003 | 06/30/2004 | | 32,004.00 | Initial Appointment |
| Physics & Astronomy | Dawn Hollenbeck | Visiting Assistant Professor | 08/06/2003 | 06/30/2004 | | 36,000.00 | Initial Appointment |
| Social Work | Karen Weist | Instructor | 10/01/2003 | 06/30/2004 | | 45,000.00 | Initial Appointment |
| Special Instructional Programs | Janet Applin | Instructor | 08/18/2003 | 05/30/2004 | | 12,996.00 | Initial Appointment |
| Special Instructional Programs | Marcus Pedigo | Instructor | 08/18/2003 | 05/30/2004 | | 12,996.00 | Initial Appointment |
| Accounting & Finance | Indudeep Chhachhi | Co-Chair | 07/01/2003 | 06/30/2007 | | 102,804.00 | Reappointment |
| Community College | Clint Haynes | Instructor | 07/01/2003 | 06/30/2004 | | 29,004.00 | Reappointment |
| Community College | Glenn Perkinson | Instructor | 07/01/2003 | 12/31/2003 | | 15,660.00 | Reappointment |
| Computer Science | Ahmed Kamal | Visiting Assistant Professor | 07/01/2003 | 06/30/2004 | | 56,004.00 | Reappointment |
| Curriculum & Instruction | John Kiraly | Professional-in-Residence | 07/01/2003 | 06/30/2004 | | 38,508.00 | Reappointment |
| Management & Information Systems | Randall Capps | Visiting Executive-in-Residence | 07/01/2003 | 06/30/2004 | | 30,000.00 | Reappointment |
| Management & Information Systems | William Parsons | Visiting Business Exec-in-Resid | 07/01/2003 | 06/30/2004 | | 30,336.00 | Reappointment |
| Communication | Patricia Witcher | Instructor | 08/06/2003 | | | 32,604.00 | Rehire |
| Community College | Ashley Chance | Instructor | 08/06/2003 | 06/30/2004 | | 25,008.00 | Rehire |
| Community College | Dana Emberton-Tinius | Instructor | 08/06/2003 | | | 36,000.00 | Rehire |
| Community College | Davie Reneau | Instructor | 08/06/2003 | 12/31/2003 | | 14,508.00 | Rehire |
| Curriculum & Instruction | Teresa Kindred | Instructor | 08/18/2003 | 12/31/2003 | | 12,000.00 | Rehire |
| Economics and Marketing | Melinda Hill | Instructor | 08/06/2003 | 06/30/2004 | | 37,500.00 | Rehire |
| Ed. Admin., Leadership & Research | William Kelley | Associate Professor | 08/06/2003 | | | 48,960.00 | Rehire |
| Ed. Admin., Leadership & Research | Paige Tompkins | Visiting Associate Professor | 08/06/2003 | 06/30/2004 | | 55,020.00 | Rehire |
| Geography & Geology | Margaret Crowder | Instructor | 08/06/2003 | 06/30/2004 | | 32,004.00 | Rehire |
| Nursing | Kimberly Botner | Instructor | 08/06/2003 | | | 34,020.00 | Rehire |
| Nursing | Terry Jepson | Instructor | 08/06/2003 | | | 40,800.00 | Rehire |
| Special Instructional Programs | Jane Bowman | Instructor | 08/18/2003 | 05/30/2004 | | 12,996.00 | Rehire |

PERSONNEL CHANGES – FACULTY
(continued)

| Organization | Employee | Title | Effective Date | End Date | Salary | Proposed Salary | Type Action |
|------------------------------------|--------------------|---------------------------|-----------------------|-----------------|---------------|------------------------|---------------------|
| Community College | Mary Green | Instructor | 07/01/2003 | | | 34,740.00 | Status Change |
| Community College | Elizabeth Hall | Instructor | 08/01/2003 | | | 32,004.00 | Status Change |
| Curriculum & Instruction | Victoria Shore | Instructor | 08/18/2003 | 12/31/2003 | | 12,000.00 | Status Change |
| Ed. Admin., Leadership & Research | Vickie Basham | Associate Professor | 07/01/2003 | | | 49,536.00 | Status Change |
| Ed. Admin., Leadership & Research | William Schlinker | Associate Professor | 07/01/2003 | | | 49,644.00 | Status Change |
| English | Karen White | Instructor | 08/06/2003 | 06/30/2004 | | 32,004.00 | Status Change |
| English | Eva Whittle | Instructor | 08/01/2003 | 06/30/2004 | | 32,004.00 | Status Change |
| Sociology | Ashley Foster | Instructor | 08/01/2003 | 06/30/2004 | | 32,004.00 | Status Change |
| 21st Century Media | Marjorie Yambor | Instructor | 07/01/2003 | | 37,884.00 | 38,388.00 | Salary Increase |
| Curriculum & Instruction | Vivian Robertson | Instructor | 07/01/2003 | | 33,348.00 | 34,416.00 | Salary Increase |
| Political Science | John D. Parker | Optional Retiree | 07/01/2003 | | 27,876.00 | 28,260.00 | Salary Increase |
| Political Science | Joerg Seitz | Optional Retiree | 07/01/2003 | | 20,364.00 | 20,712.00 | Salary Increase |
| Political Science | Julius J. Sloan | Optional Retiree | 07/01/2003 | | 23,040.00 | 23,436.00 | Salary Increase |
| Psychology | Lois Layne | Optional Retiree | 07/01/2003 | | 12,492.00 | 12,624.00 | Salary Increase |
| Public Health | J. David Dunn | Optional Retiree | 07/01/2003 | | 29,016.00 | 31,428.00 | Salary Increase |
| Communication Disorders | Joseph Etienne | Associate Professor | 07/01/2003 | 06/30/2004 | | 300.00/mo | Stipend |
| Community College | Sherry Reid | Interim Dean | 07/01/2003 | 06/30/2004 | | 750.00/mo | Stipend |
| Management and Information Systems | Thomas Butterfield | Lessenberry Professorship | 07/01/2003 | | | 500.00/mo | Stipend |
| Management and Information Systems | Thomas Butterfield | Co-Chair | 08/15/2003 | 06/30/2004 | | 879.00/mo | Stipend |
| Teacher Services | Alice Mikovch | Associate Professor | 06/01/2003 | | | 300.00/mo | Stipend |
| Communication | Kay Payne | Professor | 01/01/2004 | | 52,812.00 | 19,812.00 | Optional Retirement |
| Communication | Dale Wicklander | Professor | 01/01/2004 | | 63,108.00 | 23,676.00 | Optional Retirement |
| Physics & Astronomy | Dudley Bryant | Professor | 01/01/2004 | | 70,464.00 | 26,424.00 | Optional Retirement |
| Theatre & Dance | William J. Kesler | Professor | 07/01/2004 | | | | Optional Retirement |
| Political Science | Joseph Uveges | Optional Retiree | 06/30/2003 | | | | Optional Ret End |
| Economics & Marketing | H. Youn Kim | Professor | 01/01/2004 | 06/30/2004 | | | Sabbatical/Chg |
| Computer Science | Ahmed Emam | Assistant Professor | 07/01/2003 | 06/30/2004 | | | Unpaid Leave |
| Counseling and Student Affairs | Karen Westbrooks | Professor | 08/15/2003 | 12/31/2003 | | | Unpaid Leave |
| Community College | Helen Webb | Instructor | | | | | Declined Appt |
| Engineering | Taylor Kidd | Associate Professor | | | | | Declined Appt |
| Consumer & Family Sciences | Nikki Feilner | Instructor | 06/30/2003 | | | | Termination |

PERSONNEL CHANGES – GRANTS

| Organization | Employee | Title | Effective Date | End Date | Salary | Proposed Salary | Type Action |
|-------------------------------------|---------------------|------------------------------|----------------|------------|-----------|-----------------|---------------|
| Child Care | Beverly Cross | BW PT Tech 00 | 09/15/2003 | 09/30/2004 | | 8.20 | Initial Appt |
| Educational Television Services | Mark Niederkorn | Operations Manager | 10/07/2003 | 09/30/2004 | | 28,008.00 | Initial Appt |
| Institute for Rural Health - POD | Sridhar Pilla | BW PT Temp Maint 00 | 08/18/2003 | 05/09/2004 | | 10.00 | Initial Appt |
| Psychology | Beth Pethalsky | Coordinator | 09/15/2003 | 08/31/2004 | | 28,008.00 | Initial Appt |
| Public Health | Veronica Goad | Office Assistant | 08/18/2003 | 06/30/2004 | | 20,700.00 | Initial Appt |
| Public Radio Services | Marilyn Greer | Coordinator III | 07/28/2003 | 07/27/2004 | | 29,508.00 | Initial Appt |
| Social Work | Michelle Blake | Associate Professor | 08/06/2003 | 06/30/2004 | | 48,000.00 | Initial Appt |
| Social Work | Jeff Dongvillo | Visiting Assistant Professor | 09/22/2003 | 06/30/2004 | | 50,004.00 | Initial Appt |
| Special Instructional Programs | Jami Hughes | MN PNF 00 | 08/18/2003 | 12/31/2003 | | 37,008.00 | Initial Appt |
| Training/Technical Assistance Svcs | Kristine Kie | Teacher | 09/29/2003 | 10/31/2003 | | 23,040.00 | Initial Appt |
| Water Resource Center - POD | George Cole | BW PT Temp Tech 00 | 04/01/2003 | 02/29/2004 | | 35.00 | Initial Appt |
| Water Resource Center - POD | Marsha Wallace | Office Associate | 08/04/2003 | 09/30/2003 | | 23,004.00 | Initial Appt |
| AA - BGCC/RSRC | Julie Gee | BW PT Temp Tech 00 | 10/01/2003 | 12/31/2003 | 15.00 | 15.00 | Reappointment |
| Astrophysics & Space Sciences - POD | Whitney Wills | BW PT Temp Tech 00 | 09/01/2003 | 12/31/2003 | 6.50 | 6.50 | Reappointment |
| Biodiversity Center - POD | Benjamin Hutchins | BW PT Temp Tech 00 | 08/18/2003 | 05/01/2004 | 8.40 | 8.50 | Reappointment |
| Biology | Bryan Mason | MN Temp PNF 00 | 08/12/2003 | 08/11/2004 | 26,004.00 | 26,964.00 | Reappointment |
| Chemistry | Julia Raymer | BW PT Temp Tech 00 | 07/01/2003 | 08/15/2003 | 6.00 | 6.00 | Reappointment |
| College of Ed & Behavioral Sciences | Gaye Pearl | Office Assistant | 10/01/2003 | 09/30/2004 | 26,544.00 | 26,544.00 | Reappointment |
| Community College | Carla Hinton | MP PT PNF 00 | 07/01/2003 | 06/30/2004 | 9,265.00 | 9,265.00 | Reappointment |
| Community College | Barbara Strande | BW PT Temp Tech 00 | 08/18/2003 | 05/07/2004 | 33.06 | 33.06 | Reappointment |
| Community College | Amy Thomas | SM Temp Clerical 00 | 07/01/2003 | 12/31/2003 | 23,700.00 | 23,700.00 | Reappointment |
| Educational Enhancement Programs | Kenneth Dyrsen | Director | 09/01/2003 | 08/31/2006 | 67,908.00 | 67,908.00 | Reappointment |
| Educational Enhancement Programs | Shirley Wood | BW PT Clerical 00 | 09/01/2003 | 08/31/2004 | 16.47 | 16.47 | Reappointment |
| Educational Opportunity Center | Benjamin Harris | BW PT Temp Tech 00 | 09/01/2003 | 11/12/2003 | 8.00 | 8.00 | Reappointment |
| Educational Opportunity Center | Rita Meredith | MP PT PNF 00 | 09/01/2003 | 08/31/2004 | 14,040.00 | 14,040.00 | Reappointment |
| Educational Opportunity Center | Shannon Ward | BW PT Temp Tech 00 | 09/01/2003 | 08/31/2004 | 11.00 | 11.00 | Reappointment |
| Educational Television Services | Christopher Mueller | BW PT Tech 00 | 10/01/2003 | 12/31/2003 | 5.75 | 5.75 | Reappointment |
| Educational Television Services | Elizabeth Potter | BW PT Clerical 00 | 10/01/2003 | 12/31/2003 | 6.80 | 6.80 | Reappointment |
| Equal Opportunity/504/ADA Comp | Kristy Reeder | BW PT Tech 00 | 08/18/2003 | 06/30/2004 | 20.00 | 20.00 | Reappointment |
| Equal Opportunity/504/ADA Comp | Teresa Smith | BW PT Tech 00 | 08/18/2003 | 06/30/2004 | 20.00 | 20.00 | Reappointment |
| Equal Opportunity/504/ADA Comp | Valerie Spence | BW PT Tech 00 | 08/18/2003 | 06/30/2004 | 25.00 | 25.00 | Reappointment |
| Equal Opportunity/504/ADA Comp | Deborah Ward | BW PT Tech 00 | 08/18/2003 | 06/30/2004 | 25.00 | 25.00 | Reappointment |
| Equal Opportunity/504/ADA Comp | Candaaes Williams | BW PT Tech 00 | 08/18/2003 | 06/30/2004 | 18.00 | 18.00 | Reappointment |
| Materials Characterization | Jinbo Zhu | BW PT Tech 00 | 10/22/2003 | 03/31/2004 | 10.87 | 13.46 | Reappointment |
| Math, Science & Environmental Ed | Patricia Sowell | BW PT Clerical 00 | 07/01/2003 | 11/30/2003 | 10.00 | 10.00 | Reappointment |
| Psychology | Cheryl Kirby-Stokes | Director | 09/01/2003 | 08/31/2004 | 39,804.00 | 39,804.00 | Reappointment |
| Student Support Services | Terrance George | Counselor | 09/01/2003 | 08/31/2006 | 26,004.00 | 26,004.00 | Reappointment |
| Student Support Services | Carolyn Hagaman | Coordinator | 09/01/2003 | 08/31/2006 | 35,376.00 | 35,376.00 | Reappointment |
| Student Support Services | Michael Johnson | Associate Director | 09/01/2003 | 08/31/2006 | 44,208.00 | 44,208.00 | Reappointment |
| Student Support Services | Kimberly Whalen | Office Associate | 09/01/2003 | 08/31/2006 | 23,904.00 | 23,904.00 | Reappointment |

PERSONNEL CHANGES – GRANTS
(continued)

| Organization | Employee | Title | Effective Date | End Date | Salary | Proposed Salary | Type Action |
|-------------------------------------|--------------------|----------------------------|----------------|------------|-----------|-----------------|---------------------|
| Talent Search | Nancy Carwell | Director | 09/01/2003 | 08/31/2004 | 42,072.00 | 42,072.00 | Reappointment |
| Talent Search | Paula Maier | Academic Coordinator | 09/01/2003 | 08/31/2004 | 31,056.00 | 31,056.00 | Reappointment |
| Talent Search | Mary Roppel | Office Associate | 09/01/2003 | 08/31/2004 | 25,440.00 | 25,440.00 | Reappointment |
| Talent Search | Manuel Sanchez | Counselor | 09/01/2003 | 09/14/2003 | 28,092.00 | 28,092.00 | Reappointment |
| Talent Search | Eddie Swain | Counselor | 09/01/2003 | 08/31/2004 | 27,384.00 | 27,384.00 | Reappointment |
| Training Projects | Jennifer Costellow | Office Coordinator | 09/01/2003 | 08/31/2004 | 27,348.00 | 27,348.00 | Reappointment |
| Training Projects | Charlene Manco | Director | 09/01/2003 | 08/31/2004 | 67,284.00 | 67,284.00 | Reappointment |
| Training Projects | Janie Ward | Office Assistant | 09/01/2003 | 08/31/2004 | 21,972.00 | 21,972.00 | Reappointment |
| Training/Technical Assistance Svcs | Michelle Duke | BW PT Tech 00 | 09/01/2003 | 08/31/2004 | 8.23 | 8.23 | Reappointment |
| Veterans Upward Bound | Patricia Ault | Office Associate | 10/01/2003 | 06/30/2004 | 22,608.00 | 22,608.00 | Reappointment |
| Veterans Upward Bound | Marlys Garman | MP PT PNF 00 | 10/01/2003 | 06/30/2004 | 14,843.00 | 14,843.00 | Reappointment |
| Veterans Upward Bound | Martha Kenney | Coordinator | 10/01/2003 | 06/30/2004 | 35,352.00 | 35,352.00 | Reappointment |
| Veterans Upward Bound | Howard Stone | Adult Ed Specialist | 10/01/2003 | 06/30/2004 | 29,700.00 | 29,700.00 | Reappointment |
| Veterans Upward Bound | Randal Wilson | Director | 10/01/2003 | 06/30/2004 | 42,252.00 | 42,252.00 | Reappointment |
| Veterans Upward Bound | Cassie Zippay | Adult Ed Specialist | 10/01/2003 | 06/30/2004 | 29,736.00 | 29,736.00 | Reappointment |
| Water Resource Center - POD | Elizabeth Robb | BW PT Temp Tech 00 | 05/14/2003 | 09/30/2003 | 8.50 | 8.50 | Reappointment |
| Water Resource Center - POD | Marsha Wallace | Office Associate | 10/01/2003 | 09/30/2004 | 23,004.00 | 23,004.00 | Reappointment |
| Biodiversity Center - POD | Jennifer Hewitt | BW PT Temp Tech 00 | 09/15/2003 | 09/14/2004 | | 19.23 | Rehire |
| Materials Characterization - POD | Quentin Lineberry | BW PT Temp Tech 00 | 08/25/2003 | 06/30/2004 | | 20.45 | Rehire |
| College of Health & Human Services | Glynda Stone | PT PNF | 10/01/2003 | 06/30/2004 | 33,096.00 | 8,694.00 | Status Change |
| Institute for Rural Health - POD | Joseph Staples | Project Manager | 08/01/2003 | 06/30/2004 | 28,008.00 | 30,804.00 | Status Change |
| Materials Characterization | Yan Cao | Research Associate | 10/01/2003 | 09/14/2004 | 19.24 | 27,000.00 | Status Change |
| Training Projects | Jessica Watts | Training Associate | 08/11/2003 | 08/31/2004 | 10.50 | 23,904.00 | Status Change |
| Training/Technical Assistance Svcs | Holly Hatcher | Administrative Coordinator | 09/01/2003 | 06/30/2004 | 32,076.00 | 30,636.00 | Status Change |
| Training/Technical Assistance Svcs | Cynthia Sprouse | Administrative Coordinator | 09/01/2003 | 06/30/2004 | 28,908.00 | 27,612.00 | Status Change |
| College of Health & Human Services | Glynda Stone | Coordinator II | 07/01/2003 | 09/30/2003 | 31,824.00 | 33,096.00 | 7/1 Salary Increase |
| College of Ed & Behavioral Sciences | Inga Wolff | Coordinator III | 09/16/2003 | 09/14/2004 | 32,724.00 | 33,612.00 | Grant FYSalaryInc |
| College of Health & Human Services | Donita Lashley | Health Programs Specialist | 09/30/2003 | 09/29/2004 | 32,016.00 | 33,300.00 | Grant FYSalaryInc |
| Educational Opportunity Center | Melissa Towe | Associate Director | 09/01/2003 | 08/31/2004 | 34,500.00 | 35,712.00 | Grant FYSalaryInc |
| Physics & Astronomy | Michael Belbot | Senior Research Scientist | 07/01/2003 | 12/31/2003 | 46,500.00 | 48,360.00 | Grant FYSalaryInc |
| Physics & Astronomy | Kirk Cantrell | Mechanical Design Engineer | 07/01/2003 | 12/31/2003 | 33,480.00 | 34,824.00 | Grant FYSalaryInc |
| Physics & Astronomy | Jonathan Paschal | Computer Specialist | 07/01/2003 | 12/31/2003 | 33,660.00 | 35,004.00 | Grant FYSalaryInc |
| Physics & Astronomy | Gary Spichiger | Research Assistant | 07/01/2003 | 12/31/2003 | 32,256.00 | 33,552.00 | Grant FYSalaryInc |

PERSONNEL CHANGES – GRANTS
(continued)

| Organization | Employee | Title | Effective Date | End Date | Salary | Proposed Salary | Type Action |
|------------------------------------|------------------------|-------------------------------|----------------|------------|-----------|-----------------|-------------------|
| Training/Technical Assistance Svcs | Dennis Angle | Graphics Specialist | 09/01/2003 | 06/30/2004 | 45,072.00 | 45,972.00 | Grant FYSalaryInc |
| Training/Technical Assistance Svcs | Harry Bickel | Lead Staff Consultant | 09/01/2003 | 06/30/2004 | 58,944.00 | 60,120.00 | Grant FYSalaryInc |
| Training/Technical Assistance Svcs | Janet Buckley | Component Specialist | 09/01/2003 | 06/30/2004 | 57,396.00 | 58,548.00 | Grant FYSalaryInc |
| Training/Technical Assistance Svcs | Perry Davis | Management Specialist | 09/01/2003 | 06/30/2004 | 56,784.00 | 57,924.00 | Grant FYSalaryInc |
| Training/Technical Assistance Svcs | Eric Dupree | Management Specialist | 09/01/2003 | 06/30/2004 | 57,216.00 | 58,368.00 | Grant FYSalaryInc |
| Training/Technical Assistance Svcs | Gail Elleby | Management Specialist | 09/01/2003 | 06/30/2004 | 60,336.00 | 61,548.00 | Grant FYSalaryInc |
| Training/Technical Assistance Svcs | Robin Gadsden-Dupree | Component Specialist | 09/01/2003 | 06/30/2004 | 57,360.00 | 58,512.00 | Grant FYSalaryInc |
| Training/Technical Assistance Svcs | Michael Gramling | Training Specialist | 09/01/2003 | 06/30/2004 | 53,820.00 | 54,900.00 | Grant FYSalaryInc |
| Training/Technical Assistance Svcs | Thomas Hamilton | Technology Specialist | 09/01/2003 | 06/30/2004 | 54,072.00 | 55,152.00 | Grant FYSalaryInc |
| Training/Technical Assistance Svcs | Michael Hartz | Staff Assistant | 09/01/2003 | 06/30/2004 | 35,388.00 | 36,096.00 | Grant FYSalaryInc |
| Training/Technical Assistance Svcs | Luis Hernandez | Training Specialist | 09/01/2003 | 06/30/2004 | 62,484.00 | 63,732.00 | Grant FYSalaryInc |
| Training/Technical Assistance Svcs | Amy Hood | Training Specialist | 09/01/2003 | 06/30/2004 | 52,272.00 | 53,328.00 | Grant FYSalaryInc |
| Training/Technical Assistance Svcs | Janine Keirman | Project Financial Specialist | 09/01/2003 | 06/30/2004 | 49,812.00 | 50,808.00 | Grant FYSalaryInc |
| Training/Technical Assistance Svcs | Colleen Mendel | Executive Director | 09/01/2003 | 06/30/2004 | 98,160.00 | 100,128.00 | Grant FYSalaryInc |
| Training/Technical Assistance Svcs | Marie Susan Morris | Staff Assistant | 09/01/2003 | 06/30/2004 | 35,220.00 | 35,928.00 | Grant FYSalaryInc |
| Training/Technical Assistance Svcs | Paula Mydlenski | Nutrition Specialist | 09/01/2003 | 06/30/2004 | 60,156.00 | 61,368.00 | Grant FYSalaryInc |
| Training/Technical Assistance Svcs | Nita Norphlet-Thompson | Special Projects Specialist | 09/01/2003 | 09/30/2003 | 56,748.00 | 57,888.00 | Grant FYSalaryInc |
| Training/Technical Assistance Svcs | Beth O'Brien | Staff Assistant | 09/01/2003 | 06/30/2004 | 39,060.00 | 39,852.00 | Grant FYSalaryInc |
| Training/Technical Assistance Svcs | James Pasley | Training Specialist | 09/01/2003 | 06/30/2004 | 59,064.00 | 60,252.00 | Grant FYSalaryInc |
| Training/Technical Assistance Svcs | Vera Pritchett | Computer Specialist | 09/01/2003 | 06/30/2004 | 50,328.00 | 51,336.00 | Grant FYSalaryInc |
| Training/Technical Assistance Svcs | Betty Robertson | Data Manager | 09/01/2003 | 06/30/2004 | 34,260.00 | 34,956.00 | Grant FYSalaryInc |
| Training/Technical Assistance Svcs | Lejane Sailors | Health Specialist | 09/01/2003 | 06/30/2004 | 55,956.00 | 57,084.00 | Grant FYSalaryInc |
| Training/Technical Assistance Svcs | Connie Smith | Early Childhood Ed Specialist | 09/01/2003 | 06/30/2004 | 62,028.00 | 63,276.00 | Grant FYSalaryInc |
| Training/Technical Assistance Svcs | Betsy Thigpen | Training Specialist | 09/01/2003 | 06/30/2004 | 56,148.00 | 57,264.00 | Grant FYSalaryInc |
| Training/Technical Assistance Svcs | Marcia Verzaro-O'Brien | Director, Southern Region | 09/01/2003 | 06/30/2004 | 84,432.00 | 86,124.00 | Grant FYSalaryInc |
| Training/Technical Assistance Svcs | James Watkins | Program Manager | 09/01/2003 | 06/30/2004 | 55,716.00 | 56,832.00 | Grant FYSalaryInc |
| Talent Search | Manuel Sanchez | Academic Coordinator | 09/15/2003 | 08/31/2004 | 28,092.00 | 29,460.00 | Promotion |
| Educational Television Services | Donald Noel | Associate Producer/Director | 09/03/2003 | 09/03/2004 | 29,556.00 | 30,744.00 | Transfer |
| Psychology | Cheryl Kirby-Stokes | Director | 08/01/2003 | 08/31/2003 | 40,308.00 | 39,804.00 | Transfer |
| Talent Search | Martha Sales | Assistant Director | 09/01/2003 | 08/31/2004 | 32,076.00 | 35,400.00 | Transfer |
| Talent Search | Vicki Gregory | Academic Coordinator | | 08/31/2003 | | | Retirement |

PERSONNEL CHANGES – GRANTS
(continued)

| Organization | Employee | Title | Effective Date | End Date | Salary | Proposed Salary | Type Action |
|------------------------------------|------------------------|-----------------------------|-----------------------|-----------------|---------------|------------------------|--------------------|
| Hoffman Institute - POD | Jason Kuykendall | BW PT Temp Tech 00 | | 09/07/2003 | | | Termination |
| Special Instructional Programs | Jami Hughes | MN PNF 00 | | 10/03/2003 | | | Termination |
| Training/Technical Assistance Svcs | Annette Anderson | Teacher | | 09/15/2003 | | | Termination |
| Training/Technical Assistance Svcs | Bob Crooks | Training Specialist | | 08/31/2003 | | | Termination |
| Training/Technical Assistance Svcs | Dena Davis | Infant/Toddler Specialist | | 08/31/2003 | | | Termination |
| Training/Technical Assistance Svcs | Henry Jones | Family Services Specialist | | 08/31/2003 | | | Termination |
| Training/Technical Assistance Svcs | Robert Lee | BW PT Clerical 00 | | 08/24/2003 | | | Termination |
| Training/Technical Assistance Svcs | Robert Mason | Component Specialist | | 08/31/2003 | | | Termination |
| Training/Technical Assistance Svcs | Kyle Matthews | PT Clerical | | 08/31/2003 | | | Termination |
| Training/Technical Assistance Svcs | Nita Norphlet-Thompson | Special Projects Specialist | | 09/30/2003 | | | Termination |
| Training/Technical Assistance Svcs | Sherry Parker | Administrative Coordinator | | 08/31/2003 | | | Termination |
| Training/Technical Assistance Svcs | Jennifer Pecot | Training Specialist | | 08/31/2003 | | | Termination |
| Training/Technical Assistance Svcs | Gladys Rocafort | Training Specialist | | 08/31/2003 | | | Termination |
| Training/Technical Assistance Svcs | Bobbie Salman | Teacher | | 08/31/2003 | | | Termination |
| Training/Technical Assistance Svcs | Maria Scott | Teacher | | 08/31/2003 | | | Termination |
| Water Resource Center - POD | Elizabeth Robb | BW PT Temp Tech 00 | | 09/07/2003 | | | Termination |

PERSONNEL CHANGES – STAFF

| Organization | Employee | Title | Effective Date | End Date | Salary | Proposed Salary | Type Action |
|-------------------------------------|--------------------|-------------------------------|----------------|------------|--------|-----------------|---------------------|
| AA - BGCC | Allen Smith | BW PT Temp Tech 00 | 09/08/2003 | 05/07/2004 | | 10.00 | Initial Appointment |
| Academic Advising | Joseph Whitehead | Temp PNF | 09/02/2003 | 05/14/2004 | | 18,000.00 | Initial Appointment |
| Advancement Services | Ashley Turner | Office Assistant | 08/15/2003 | | | 21,000.00 | Initial Appointment |
| Allied Health - Dental Hygiene | Charlotte Vertrees | Office Assistant | 08/25/2003 | | | 21,000.00 | Initial Appointment |
| Athletics | Heather Soto | Coord, Marketing/Promotions | 08/18/2003 | | | 36,000.00 | Initial Appointment |
| Biology | Kaneia Creek | Office Associate | 07/15/2003 | 07/14/2004 | | 22,296.00 | Initial Appointment |
| Building Services | Stacy Dunning | Building Services Attendant | 09/15/2003 | | | 7.15 | Initial Appointment |
| Building Services | Maurice Moye | Building Services Attendant | 09/11/2003 | | | 7.15 | Initial Appointment |
| Center for Teaching & Learning | Ramesh Palipi | PT Temp PNF | 09/18/2003 | 05/09/2004 | | 7,000.00 | Initial Appointment |
| Chemistry | Wenyuan Wu | Research Associate | 08/01/2003 | | | 31,500.00 | Initial Appointment |
| Controller | Tanya Vincent | Billings/Rec Accts Specialist | 08/18/2003 | | | 19,488.00 | Initial Appointment |
| English | Juanita Abbott | Office Associate | 08/27/2003 | | | 21,000.00 | Initial Appointment |
| Garrett Conference Center | Mindy Helton | BW PT Maint 00 | 08/11/2003 | | | 8.00 | Initial Appointment |
| Health & Fitness Lab | Anna Tinch | BW PT Tech 00 | 08/18/2003 | | | 15.45 | Initial Appointment |
| Health Services | Patricia Blewett | Physician | 08/14/2003 | | | 95,004.00 | Initial Appointment |
| Health Services | Joseph Moran | Health Educator | 09/03/2003 | | | 23,508.00 | Initial Appointment |
| Housing & Residence Life | Shannon Carlock | Housing Assistant | 07/28/2003 | | | 20,004.00 | Initial Appointment |
| Housing & Residence Life | Jaiya Gonsalves | Residence Hall Director | 07/07/2003 | | | 15,000.00 | Initial Appointment |
| Human Resources | Tonya Scgers | Office Associate | 09/10/2003 | | | 22,308.00 | Initial Appointment |
| HVAC Services | Daniel Johnson | Energy Management Tech | 07/28/2003 | | | 12.00 | Initial Appointment |
| Institutional Advancement | Margaret Haydon | Research Asst, Development | 08/18/2003 | | | 25,236.00 | Initial Appointment |
| International Programs & Projects | Beth Murphy | Coordinator III | 10/27/2003 | | | 33,000.00 | Initial Appointment |
| Intramural/Recreational Sports | Tamara Ammar | Fitness Coordinator | 08/18/2003 | | | 27,192.00 | Initial Appointment |
| Intramural/Recreational Sports | Jonathan Butler | BW PT Tech 00 | 08/11/2003 | | | 7.35 | Initial Appointment |
| Intramural/Recreational Sports | Brandon Phillips | BW PT Tech 00 | 08/11/2003 | | | 7.35 | Initial Appointment |
| Kentucky Library & Museum | Mark Traugher | BW Lib PT Tech 00 | 10/06/2003 | | | 8.70 | Initial Appointment |
| Men's Basketball | Andy Allison | Director of Operations | 07/23/2003 | | | 20,004.00 | Initial Appointment |
| Men's Football | Craig Aukerman | PT PNF | 07/01/2003 | | | 10,008.00 | Initial Appointment |
| Men's Football | Joseph Guinane | PT PNF | 07/01/2003 | | | 10,008.00 | Initial Appointment |
| Men's Football | Eric Ravellette | PT PNF | 08/11/2003 | | | 6,000.00 | Initial Appointment |
| Ogden College of Science & Engr | Lisa Haynes | Office Coordinator | 07/28/2003 | 06/30/2004 | | 24,000.00 | Initial Appointment |
| Police | Geoffrey Henderson | Parking Enforcement Officer | 08/18/2003 | | | 17,304.00 | Initial Appointment |
| Police | Michael Miciotto | Police Officer | 08/11/2003 | | | 21,852.00 | Initial Appointment |
| Purchasing | Mary Asposito | Accounts Payable Associate | 08/25/2003 | | | 19,500.00 | Initial Appointment |
| School of Journalism & Broadcasting | Kurt Fattic | Mangr/Photojournalism Labs | 09/16/2003 | | | 31,008.00 | Initial Appointment |
| Student Activity, Org & Leadership | Amanda Demarest | Temp PNF | 08/01/2003 | 05/31/2004 | | 22,956.00 | Initial Appointment |
| Student Financial Assistance | Cathy Stovall | Financial Aid Assistant | 10/13/2003 | | | 21,000.00 | Initial Appointment |
| Student Financial Assistance | Jennifer Wells | Financial Aid Assistant | 10/13/2003 | | | 21,000.00 | Initial Appointment |
| Student Government Association | Amelia Grenke | BW PT Clerical 00 | 09/16/2003 | | | 7.50 | Initial Appointment |
| Student Technology | Stephanie Draper | Manager, Computer Lab | 09/02/2003 | | | 31,200.00 | Initial Appointment |
| Talisman | Katie Clark | BW PT Temp Tech 00 | 09/01/2003 | 05/15/2004 | | 1,503.00 | Initial Appointment |
| Talisman | Michael Moore | BW PT Temp Tech 00 | 09/01/2003 | 05/15/2004 | | 2,007.00 | Initial Appointment |

PERSONNEL CHANGES – STAFF
(continued)

| Organization | Employee | Title | Effective Date | End Date | Salary | Proposed Salary | Type Action |
|-------------------------------------|----------------------|------------------------------|----------------|------------|--------|-----------------|---------------------|
| Transportation Services | Cody Donaldson | Diesel Mechanic | 08/11/2003 | | | 16.00 | Initial Appointment |
| University Bookstore | James Sears | Assistant Director | 10/06/2003 | | | 35,004.00 | Initial Appointment |
| University College | Mark May | Director/Freshman Experience | 11/03/2003 | | | 55,008.00 | Initial Appointment |
| Academic Advising | Dianna Marshall | Temp PNF | 08/18/2003 | 05/07/2004 | | 15,000.00 | Reappointment |
| Applied Physics Institute - POD | Lindsay Hopper | BW PT Temp Tech 00 | 08/17/2003 | 12/31/2003 | | 12.31 | Reappointment |
| Chemistry | Qing Zhao | BW PT Temp Tech 00 | 08/11/2003 | 11/10/2003 | | 6.25 | Reappointment |
| Combustion Lab Center Prof Services | Hongmin Yang | BW PT Temp Tech 00 | 08/25/2003 | 02/25/2004 | 10.87 | 16.30 | Reappointment |
| Interactive Distance Education | Kristi Costellow | BW PT Temp Tech 00 | 06/16/2003 | 07/28/2003 | | 10.81 | Reappointment |
| Physics & Astronomy | David Barnaby | Research Associate | 09/01/2003 | 01/31/2004 | | 39,888.00 | Reappointment |
| Swimming Programs | Charles Law | PT PNF | 09/02/2003 | 04/30/2004 | | 11,000.00 | Reappointment |
| Telecommunications | Tammi Beach | SM Temp Clerical 00 | 10/01/2003 | 11/30/2003 | | 23,040.00 | Reappointment |
| University Centers | Dewaker Dhandapani | BW PT Temp Maint 00 | 08/31/2003 | 05/31/2004 | 7.00 | 8.00 | Reappointment |
| University Centers | Kristen Sand | BW PT Temp Maint 00 | 08/26/2003 | 05/31/2004 | 7.50 | 8.00 | Reappointment |
| University Libraries | Carol Watwood | PT Temp PNF | 08/04/2003 | 05/30/2004 | | 12,500.00 | Reappointment |
| Women's Track & Field | Erik Jenkins | PT PNF | 08/16/2003 | 06/15/2004 | | 12,000.00 | Reappointment |
| Academic Advising | Jonathan Drummond | PT Temp PNF | 08/18/2003 | 05/07/2004 | | 18,000.00 | Rehire |
| Academic Advising | Ja'Shard Justice | Coordinator | 08/04/2003 | | | 22,812.00 | Rehire |
| Admissions Office | Glenn Gittings | Admissions Counselor | 09/03/2003 | | | 28,308.00 | Rehire |
| Athletics | Paul Sanderford | PT Temp PNF | 08/04/2003 | 05/01/2004 | | 22,500.00 | Rehire |
| Building Services | Jimmy Pendleton | BW PT Maint 00 | 08/23/2003 | | | 10.00 | Rehire |
| Campus Services | Eric Breakfield | BW PT Temp Maint 00 | 09/19/2003 | 02/18/2004 | | 7.00 | Rehire |
| Distance Learning Program | Jeanne Garrett | BW PT Tech 00 | 08/18/2003 | | | 7.00 | Rehire |
| Health & Fitness Lab | Matthew Thoma | BW PT Tech 00 | 08/11/2003 | 05/09/2004 | | 7.35 | Rehire |
| Health Services | Virginia French | BW PT Tech 00 | 09/13/2003 | | | 15.00 | Rehire |
| Housing & Residence Life | Heather Popplewell | Asst Residence Hall Director | 07/07/2003 | | | 11,304.00 | Rehire |
| International Programs & Projects | Carol Porter | Office Associate | 07/21/2003 | | | 20,760.00 | Rehire |
| Men's Football | Bryan Cross | PT PNF | 07/01/2003 | 12/31/2003 | | 7,200.00 | Rehire |
| Facilities Management | Betty Flora | BW PT Sk Crft 00 | 07/28/2003 | | | 8.50 | Rehire of a Retiree |
| Health Services | Joyce Dunn | BW PT Clerical 00 | 08/11/2003 | | | 10.00 | Rehire of a Retiree |
| Building Services | Stacy Boehmer | Building Services Attendant | 09/22/2003 | | | 6.98 | Status Change |
| Building Services | Brenda Bunch | Building Services Attendant | 09/22/2003 | | | 7.32 | Status Change |
| Building Services | Jacquelyn Churchwell | Building Services Attendant | 09/22/2003 | | | 7.28 | Status Change |
| Building Services | Brenda Croslin | Building Services Attendant | 09/22/2003 | | | 7.15 | Status Change |
| Building Services | Barbara Crump | Building Services Attendant | 07/14/2003 | | | 7.35 | Status Change |
| Building Services | Cynthia Loafman | Building Services Attendant | 09/22/2003 | | | 6.98 | Status Change |
| Building Services | Kennetha Mahone | Building Services Attendant | 09/22/2003 | | | 6.98 | Status Change |
| Building Services | Joyce Ring | Building Services Attendant | 09/22/2003 | | | 7.15 | Status Change |

PERSONNEL CHANGES – STAFF
(continued)

| Organization | Employee | Title | Effective Date | End Date | Salary | Proposed Salary | Type Action |
|------------------------------------|-----------------------|--------------------------------|----------------|------------|-----------|-----------------|----------------------|
| Building Services | Lorrie Skaggs | Building Services Attendant | 09/22/2003 | | | 7.03 | Status Change |
| Building Services | Chun Teel | Building Services Attendant | 08/11/2003 | | | 6.98 | Status Change |
| Educational Television Services | Kristi Costellow | SM Temp Clerical 00 | 07/29/2003 | 07/28/2004 | 10.81 | 21,852.00 | Status Change |
| Extended Campus-Elizabethtown | Susan Kilianski | IDE/Technology Specialist | 08/01/2003 | | 12.44 | 22,500.00 | Status Change |
| Extended Campus-Owensboro | Lee Underwood | ITV Facilitator/Recruiter | 09/26/2003 | | 9.75 | 22,500.00 | Status Change |
| Facilities Management | Kathy Lane | Building Services Attendant | 08/25/2003 | | 6.40 | 6.70 | Status Change |
| Facilities Management | Virginia Meadors | Building Services Attendant | 08/25/2003 | | 6.40 | 6.70 | Status Change |
| Housing & Residence Life | Tara Redmon | Asst Residence Hall Director | 09/09/2003 | | 7.25 | 15,000.00 | Status Change |
| Human Resources | Annette Stratton | Campus Operator/Receptionist | 08/29/2003 | | 8.30 | 17,340.00 | Status Change |
| Libraries | Jayne Pelaski | MN Temp PNF 00 | 08/01/2003 | 07/30/2004 | 12.40 | 26,004.00 | Status Change |
| Library Special Collections | Deborah Cole | Mgr/WKU Welcome Center | 07/01/2003 | | 9.35 | 25,236.00 | Status Change |
| University Relations | Rebecca DeSensi | Coordinator/Broadcast Svcs | 08/04/2003 | | 6.00 | 26,004.00 | Status Change |
| Academic Advising | Bethany Smith | Academic Advisor | 10/01/2003 | | 22,488.00 | 25,236.00 | Promotion |
| Building Services | Jennifer Lindsey | Group Leader, Building Svcs | 08/11/2003 | | 7.40 | 8.88 | Promotion |
| Engineering | Patricia Harper | Office Associate | 09/02/2003 | | 21,576.00 | 22,584.00 | Promotion |
| Facilities Management | Sonya Hibbitt | Office Coordinator | 09/16/2003 | | 21,312.00 | 25,548.00 | Promotion |
| General Counsel | Marjorie Faye McKeage | Administrative Assistant | 07/21/2003 | | 22,296.00 | 37,236.00 | Promotion |
| Housing & Residence Life | Mary DeGraw | Residence Hall Director | 07/01/2003 | | 10,500.00 | 15,000.00 | Promotion |
| Housing & Residence Life | Aubrey Livingston | Residence Hall Director | 07/01/2003 | | 10,500.00 | 15,000.00 | Promotion |
| Housing & Residence Life | Michael Shuck | Residence Hall Director | 07/01/2003 | | 10,500.00 | 15,000.00 | Promotion |
| Housing & Residence Life | Robert Unseld | Residence Hall Director | 07/01/2003 | | 10,500.00 | 15,000.00 | Promotion |
| Library Technical Services | Deana Groves | Education Catalog Librarian | 08/18/2003 | | 23,688.00 | 34,008.00 | Promotion |
| Student Financial Assistance | Jennifer Burchell | Financial Aid Counselor | 08/01/2003 | | 21,936.00 | 26,808.00 | Promotion |
| Student Financial Assistance | Allison Van Wyngarde | Financial Aid Counselor | 08/01/2003 | | 21,768.00 | 26,808.00 | Promotion |
| Administrative Computing Services | John Gregory | Oper/Tech Support Analyst II | 07/01/2003 | | | 31,464.00 | Reclassification |
| Administrative Computing Services | Voncelle Scott | Data Control Specialist II | 07/01/2003 | | | 34,296.00 | Reclassification |
| Administrative Computing Services | Doris Settle | Applications/Prog Group Mgr | 09/01/2003 | | 47,676.00 | 50,676.00 | Reclassification |
| Administrative Computing Services | Donald Wade | Oper/Tech Support Analyst II | 07/01/2003 | | | 32,184.00 | Reclassification |
| Bookstore | Donnie Raines | Suprvsr, Shipping & Recv | 07/01/2003 | | | 12.31 | Reclassification |
| Dean Graduate Study/Res/Ext Campus | Marissa Sitz | Graduate Admission Coord | 07/01/2003 | | 25,488.00 | 26,208.00 | Reclassification |
| Facilities Management | Bobby Parnell | Supervisor, Zone Maintenance | 08/11/2003 | | | 17.99 | Reclassification |
| Career Services Center | Cassandra Watts | Office Assistant | 09/01/2003 | | 18,672.00 | 18,972.00 | Degree/Certification |
| Library Public Services | Nancy Marshall | Sr Reference Associate | 09/01/2003 | | 25,008.00 | 25,716.00 | Degree/Certification |
| University Libraries | Selina Langford | Sr Interlibrary Loan Assistant | 07/01/2003 | | 22,608.00 | 23,316.00 | Degree/Certification |

PERSONNEL CHANGES – STAFF
(continued)

| Organization | Employee | Title | Effective Date | End Date | Salary | Proposed Salary | Type Action |
|---------------------------------|----------------------|--------------------------------|----------------|----------|-----------|-----------------|----------------------|
| Building Services | Shirlene Herald | Group Leader, Building Svcs | 08/11/2003 | | 9.69 | 8.89 | Salary Decrease |
| Counseling Services | Donna Gregory | Staff Counselor | 07/01/2003 | | 25,728.00 | 26,688.00 | Fiscal Yr Salary Inc |
| Extended Campus/Glasgow Library | Katherine Pennavaria | Coordinator | 07/01/2003 | | 38,208.00 | 39,384.00 | Fiscal Yr Salary Inc |
| Kentucky Museum | Tony Thurman | Exhibits Technician | 07/01/2003 | | 22,608.00 | 23,520.00 | Fiscal Yr Salary Inc |
| Library Special Collections | Nancy Baird | Kentucky History Librarian | 07/01/2003 | | 51,480.00 | 54,168.00 | Fiscal Yr Salary Inc |
| Library Special Collections | Lynn Claycomb | Sr Library Assistant | 07/01/2003 | | 19,104.00 | 19,980.00 | Fiscal Yr Salary Inc |
| Library Special Collections | Patricia Hodges | Coord/Manuscripts/Archives | 07/01/2003 | | 45,024.00 | 46,512.00 | Fiscal Yr Salary Inc |
| Library Special Collections | Sara McCaslin | Archival Assistant | 07/01/2003 | | 17,760.00 | 18,432.00 | Fiscal Yr Salary Inc |
| Library Special Collections | Constance Mills | Coordinator/Kentucky Library | 07/01/2003 | | 39,252.00 | 40,584.00 | Fiscal Yr Salary Inc |
| Library Special Collections | Lynn Niedermeier | Archival Assistant | 07/01/2003 | | 18,396.00 | 19,680.00 | Fiscal Yr Salary Inc |
| Library Special Collections | Sue Lynn Stone | Univ Archivist/Records Offcr | 07/01/2003 | | 38,100.00 | 40,128.00 | Fiscal Yr Salary Inc |
| Library Special Collections | Leonetta Strange | Office Associate | 07/01/2003 | | 22,476.00 | 23,376.00 | Fiscal Yr Salary Inc |
| University Libraries | Therese Baker | Coord, Interlibrary Loan | 07/01/2003 | | 38,940.00 | 40,296.00 | Fiscal Yr Salary Inc |
| University Libraries | Ann Brown | Sr Catalog Assistant | 07/01/2003 | | 28,236.00 | 29,280.00 | Fiscal Yr Salary Inc |
| University Libraries | Bryan Carson | Coord/Reference & Instr Svcs | 07/01/2003 | | 45,060.00 | 46,632.00 | Fiscal Yr Salary Inc |
| University Libraries | Lucy Daniels | Supervisor, Circulation Desk | 07/01/2003 | | 32,256.00 | 33,456.00 | Fiscal Yr Salary Inc |
| University Libraries | Linda Davis | Sr Catalog Assistant | 07/01/2003 | | 26,184.00 | 27,144.00 | Fiscal Yr Salary Inc |
| University Libraries | Rose Davis | Bibliographic Access/Trng Co | 07/01/2003 | | 43,164.00 | 44,712.00 | Fiscal Yr Salary Inc |
| University Libraries | Dan Forrest | Coord/Access Services | 07/01/2003 | | 40,008.00 | 41,412.00 | Fiscal Yr Salary Inc |
| University Libraries | Connie Foster | Department Head | 07/01/2003 | | 57,000.00 | 59,796.00 | Fiscal Yr Salary Inc |
| University Libraries | Deana Groves | Sr Catalog Assistant | 07/01/2003 | | 22,956.00 | 23,832.00 | Fiscal Yr Salary Inc |
| University Libraries | Janice Haley | Sr Serials Assistant | 07/01/2003 | | 22,356.00 | 23,160.00 | Fiscal Yr Salary Inc |
| University Libraries | Doris Hardcastle | Sr Catalog Assistant | 07/01/2003 | | 30,012.00 | 31,128.00 | Fiscal Yr Salary Inc |
| University Libraries | Sheila Hause | Sr Circulation Assistant | 07/01/2003 | | 27,300.00 | 28,320.00 | Fiscal Yr Salary Inc |
| University Libraries | Alice Dean Jones | Sr Acquisitions Assistant | 07/01/2003 | | 23,532.00 | 24,456.00 | Fiscal Yr Salary Inc |
| University Libraries | Larry Kinder | Humanities/Social Sc Libr | 07/01/2003 | | 33,300.00 | 34,968.00 | Fiscal Yr Salary Inc |
| University Libraries | Elisabeth Knight | Extended Campus Librarian | 07/01/2003 | | 34,956.00 | 36,108.00 | Fiscal Yr Salary Inc |
| University Libraries | Debbie LaMastus | Sr Govt Info/Law Assistant | 07/01/2003 | | 23,088.00 | 24,048.00 | Fiscal Yr Salary Inc |
| University Libraries | Selina Langford | Sr Interlibrary Loan Assistant | 07/01/2003 | | 21,876.00 | 22,608.00 | Fiscal Yr Salary Inc |
| University Libraries | Alan Logsdon | Sr Periodicals Associate | 07/01/2003 | | 24,396.00 | 25,248.00 | Fiscal Yr Salary Inc |
| University Libraries | Shiu-Yue Mak | Kentucky Catalog Librarian | 07/01/2003 | | 43,908.00 | 45,492.00 | Fiscal Yr Salary Inc |
| University Libraries | Nancy Marshall | Sr Reference Associate | 07/01/2003 | | 23,640.00 | 25,008.00 | Fiscal Yr Salary Inc |
| University Libraries | Rosemary Meszaros | Coord/Govt Info & Law | 07/01/2003 | | 46,056.00 | 47,688.00 | Fiscal Yr Salary Inc |
| University Libraries | Ellen Micheletti | Sr Ed Resources Assistant | 07/01/2003 | | 25,140.00 | 26,064.00 | Fiscal Yr Salary Inc |
| University Libraries | JoAnn Mitchell | Sr Serials Assistant | 07/01/2003 | | 25,536.00 | 26,664.00 | Fiscal Yr Salary Inc |
| University Libraries | Jack Montgomery | Coord, Collection Services | 07/01/2003 | | 44,172.00 | 45,816.00 | Fiscal Yr Salary Inc |
| University Libraries | Paula Owens | Office Coordinator | 07/01/2003 | | 25,272.00 | 26,400.00 | Fiscal Yr Salary Inc |
| University Libraries | Myra Lynn Pawley | Office Coordinator | 07/01/2003 | | 25,764.00 | 26,712.00 | Fiscal Yr Salary Inc |

PERSONNEL CHANGES – STAFF
(continued)

| Organization | Employee | Title | Effective Date | End Date | Salary | Proposed Salary | Type Action |
|------------------------------------|---------------------|-------------------------------|-----------------------|-----------------|---------------|------------------------|----------------------|
| University Libraries | Gay Perkins | Business Librarian | 07/01/2003 | | 41,712.00 | 43,128.00 | Fiscal Yr Salary Inc |
| University Libraries | Sarah Louise Pruitt | Library Facilities Specialist | 07/01/2003 | | 26,232.00 | 27,120.00 | Fiscal Yr Salary Inc |
| University Libraries | David Runner | Coord, Library Technology | 07/01/2003 | | 38,940.00 | 40,380.00 | Fiscal Yr Salary Inc |
| University Libraries | John Sarkozi | Sr Acquisitions Assistant | 07/01/2003 | | 22,836.00 | 23,664.00 | Fiscal Yr Salary Inc |
| University Libraries | Nelda Sims | Coord, Topcat Systems | 07/01/2003 | | 39,576.00 | 41,160.00 | Fiscal Yr Salary Inc |
| University Libraries | Charles Smith | Science Librarian | 07/01/2003 | | 36,600.00 | 38,664.00 | Fiscal Yr Salary Inc |
| University Libraries | Roxanne Spencer | Coord, Ed Resources Center | 07/01/2003 | | 35,376.00 | 36,540.00 | Fiscal Yr Salary Inc |
| University Libraries | Nancy Steen | Humanities Catalog Librarian | 07/01/2003 | | 14,172.00 | 14,700.00 | Fiscal Yr Salary Inc |
| University Libraries | Ervin Stovall | Sr Govt Info/Law Assistant | 07/01/2003 | | 22,656.00 | 23,496.00 | Fiscal Yr Salary Inc |
| University Libraries | Susan Todd | Sr Serials Assistant | 07/01/2003 | | 29,268.00 | 30,312.00 | Fiscal Yr Salary Inc |
| University Libraries | Donna Vincent | Sr Acquisitions Assistant | 07/01/2003 | | 23,388.00 | 24,240.00 | Fiscal Yr Salary Inc |
| University Libraries | Jue Wang | Coord, Electronic Information | 07/01/2003 | | 40,008.00 | 41,400.00 | Fiscal Yr Salary Inc |
| University Libraries | Doug Wiles | Library Security Officer | 07/01/2003 | | 21,792.00 | 23,304.00 | Fiscal Yr Salary Inc |
| University Libraries | Glenda White | Office Associate | 07/01/2003 | | 21,744.00 | 22,536.00 | Fiscal Yr Salary Inc |
| University Libraries | Linda White | Sr Acquisitions Assistant | 07/01/2003 | | 23,100.00 | 23,928.00 | Fiscal Yr Salary Inc |
| University Libraries | Brenda Wood | Sr Serials Assistant | 07/01/2003 | | 22,344.00 | 23,184.00 | Fiscal Yr Salary Inc |
| Distance Learning Program | Linda Westerfield | BW PT Tech 00 | 10/01/2003 | | 8.81 | 9.14 | Salary Increase |
| Human Resources | Delores Proffitt | BW PT Temp Clerical 00 | 08/19/2003 | | 7.75 | 8.30 | Salary Increase |
| International Programs & Projects | Amie Dearing | BW PT Temp Clerical 00 | 09/11/2003 | 11/01/2003 | 7.50 | 9.00 | Salary Increase |
| Materials Characterization - POD | Weibing Xu | BW PT Temp Tech 00 | 08/25/2003 | 11/28/2003 | 21.15 | 25.96 | Salary Increase |
| Police | Claude Skinner | Police Officer | 08/04/2003 | | 21,420.00 | 24,948.00 | Salary Inc w/KLEFPF |
| Student Activity, Org & Leadership | Charles Pride | Coordinator, Student Org | 07/01/2003 | | 34,656.00 | 42,948.00 | Salary Increase |
| Student Activity, Org & Leadership | T. Scott Taylor | Director | 07/01/2003 | | 59,856.00 | 65,040.00 | Salary Increase |
| Telecommunications | Crystal Chaffin | BW PT Temp Clerical 00 | 08/25/2003 | 05/04/2004 | 6.75 | 7.50 | Salary Increase |
| University Centers | Vincent Willingham | BW PT Maint 00 | 08/10/2003 | | 6.50 | 6.75 | Salary Increase |
| Administrative Computing Services | Doris Settle | Applications/Prog Group Mgr | 08/31/2003 | | | | Stipend, End |
| Correspondence Studies Office | Elizabeth Laves | Stipend | 09/01/2003 | | | 250.00/mo | Stipend |
| Economic Development Institute | Lynn Minton | Stipend, Interim Director | 07/01/2003 | 06/30/2004 | | 500.00/mo | Stipend |
| Housing & Residence Life | Benjamin Ellis | Stipend | 08/10/2003 | 05/10/2004 | | 875.00/mo | Stipend |
| Housing & Residence Life | Heather Popplewell | Stipend | 08/10/2003 | 05/10/2004 | | 380.00/mo | Stipend |
| Institutional Advancement | Thomas Hiles | Stipend | 07/01/2003 | | | 1,250.00/mo | Stipend |
| International Programs & Projects | Robin Borczon | Stipend | 09/01/2003 | | | 300.00/mo | Stipend |
| Men's Football | Michael Dietzel | Stipend | 07/01/2003 | | | 275.00/mo | Stipend |
| Teacher Services | Kaye Gordon | Stipend | 07/01/2003 | | | 250.00/mo | Stipend |
| Facilities Management | Murry Cherry | Zone Maintenance Tech | 08/11/2003 | | 11.30 | 18.00 | Temporary Rate Inc |

PERSONNEL CHANGES – STAFF
(continued)

| Organization | Employee | Title | Effective Date | End Date | Salary | Proposed Salary | Type Action |
|------------------------------------|----------------------|-------------------------------|----------------|------------|-----------|-----------------|--------------|
| Administrative Computing Services | Norma Barkman | Sr App Programmer/Analyst | 07/01/2003 | | | | Title Change |
| Administrative Computing Services | Diane Carver | Applications/Prog Group Mgr | 07/01/2003 | | | | Title Change |
| Administrative Computing Services | Brandi Fowler | Applications Prog/Analyst II | 07/01/2003 | | | | Title Change |
| Administrative Computing Services | Gregory Hackbarth | Systems Administrator II | 07/01/2003 | | | | Title Change |
| Administrative Computing Services | Jerry Harris | Op/Tech Support Analyst II | 07/01/2003 | | | | Title Change |
| Administrative Computing Services | Amy James | Applications/Prog Group Mgr | 07/01/2003 | | | | Title Change |
| Administrative Computing Services | Leon Krantz | Sr App Programmer/Analyst | 07/01/2003 | | | | Title Change |
| Administrative Computing Services | Gregory Kunkel | Database Administrator II | 07/01/2003 | | | | Title Change |
| Administrative Computing Services | Vivian McKinney | Applications Prog/Analyst II | 07/01/2003 | | | | Title Change |
| Administrative Computing Services | Barbara Scheidt | Training Coordinator II | 07/01/2003 | | | | Title Change |
| Administrative Computing Services | Nancy Scott | Database Administrator II | 07/01/2003 | | | | Title Change |
| Administrative Computing Services | Alvin Smith | Operations/Tech Support Coord | 07/01/2003 | | | | Title Change |
| Administrative Computing Services | Heather Stubblefield | Applications Prog/Analyst II | 07/01/2003 | | | | Title Change |
| Administrative Computing Services | Charles Wimpee | Systems Administration Mgr | 07/01/2003 | | | | Title Change |
| University Centers | Erin Davis | Program Coordinator | 07/01/2003 | | | | Title Change |
| Building Services | Kevin Gutierrez | Building Services Attendant | 09/01/2003 | | 8.77 | 7.36 | Transfer |
| Building Services | Shirlene Herald | Building Services Attendant | 09/22/2003 | | 8.89 | 8.89 | Transfer |
| Building Services | Dwight McKinney | Building Services Attendant | 09/22/2003 | | 7.40 | 7.40 | Transfer |
| College of Health & Human Services | Diane Chrisler | Office Associate | 09/15/2003 | | 23,712.00 | 24,192.00 | Transfer |
| Facilities Management | Kathy Price | Work Control Center Asst | 09/22/2003 | | 19,248.00 | 21,300.00 | Transfer |
| Men's Basketball | Kathrine Staples | Office Associate | 07/22/2003 | | 22,956.00 | 23,508.00 | Transfer |
| Building Services | Barbara Holder | Building Services Attendant | | 07/31/2003 | | | Retirement |
| Educational Television Services | Joseph Fulmer | Manager, Distance Learning | | 09/30/2003 | | | Retirement |
| University Farm | Joseph Shane Brammer | Assistant Farm Manager | | 07/29/2003 | | | Deceased |
| Academic Advising | Jacqueline Harbaugh | BW PT Clerical 00 | 07/15/2003 | | | | Termination |
| Academic Advising | Angela McDonald | Coordinator | 06/30/2003 | | | | Termination |
| Academic Advising | Pamela Scott | Academic Advisor | 08/15/2003 | | | | Termination |
| Building Services | Chris Freas | Building Services Attendant | 07/11/2003 | | | | Termination |
| Building Services | Dorothy Holloway | Building Services Attendant | 08/12/2003 | | | | Termination |
| Building Services | Suzanne Morris | Building Services Attendant | 07/29/2003 | | | | Termination |
| Building Services | April Pendleton | Building Services Attendant | 07/21/2003 | | | | Termination |
| Campus Services | Landon Madison | Sr Groundskeeper | 07/29/2003 | | | | Termination |
| Campus Services | Jason Phelps | Auto Mechanic | 09/08/2003 | | | | Termination |

PERSONNEL CHANGES – STAFF
(continued)

| Organization | Employee | Title | Effective Date | End Date | Salary | Proposed Salary | Type Action |
|-------------------------------------|----------------------|--------------------------------|----------------|------------|--------|-----------------|-------------|
| Combustion Lab Center Prof Services | Ho Choo | Research Associate | | 09/29/2003 | | | Termination |
| Controller | Debbie Dunn | Accounts Associate | | 09/15/2003 | | | Termination |
| Distance Learning Program | Marshelia Davenport | BW PT Tech 00 | | 05/15/2003 | | | Termination |
| Engineering | Kimberly Williams | Office Associate | | 08/15/2003 | | | Termination |
| Extended Campus-Glasgow | Shari Leamon-Wallace | BW PT Tech 00 | | 06/01/2003 | | | Termination |
| Facilities Fiscal Services | Judy Blankenship | Office Coordinator | | 09/15/2003 | | | Termination |
| Facilities Fiscal Services | Christopher Hopkins | Shuttle Bus Operator | | 08/13/2003 | | | Termination |
| Health Services | Karen Tyler | BW PT Tech 00 | | 07/09/2003 | | | Termination |
| Human Resources | Vera Denham | BW PT Clerical 00 | | 07/18/2003 | | | Termination |
| Human Resources | Shelia Dunn | BW PT Clerical 00 | | 08/14/2003 | | | Termination |
| Human Resources | Angdria Whitworth | BW PT Clerical 00 | | 07/15/2003 | | | Termination |
| Institutional Advancement | Heather Slack-Ratiu | Director/Development/Libraries | | 08/15/2003 | | | Termination |
| Institutional Research | Bogdan Ratiu | Research Coordinator | | 08/15/2003 | | | Termination |
| International Programs & Projects | Heather Dearing | International Student Advisor | | 07/29/2003 | | | Termination |
| International Programs & Projects | Wendell Sparks | Coordinator III | | 07/31/2003 | | | Termination |
| Intramural/Recreational Sports | Dale Young | BW PT Tech 00 | | 05/09/2003 | | | Termination |
| Intramural/Recreational Sports | Jamie Zeller | BW PT Tech 00 | | 05/09/2003 | | | Termination |
| Ky Science & Math Academy | Suzanne Hillin | MP PT PNF 00 | | 08/29/2003 | | | Termination |
| Library Public Services | Cristina Muia | BW Lib PT Clerical | | 07/01/2003 | | | Termination |
| Maintenance Services | Jennie Burton | Painter | | 09/08/2003 | | | Termination |
| Men's Football | Bryan Cross | PT PNF | | 07/25/2003 | | | Termination |
| Physical Education & Recreation | Brandi Hester | BW PT Tech 00 | | 08/24/2003 | | | Termination |
| Physical Education & Recreation | Michael Morris | BW PT Tech 00 | | 05/20/2003 | | | Termination |
| Physical Education & Recreation | Melissa Tate | BW PT Tech 00 | | 05/20/2003 | | | Termination |
| Registrar's Office | Cheryl Hills | Office Associate | | 09/10/2003 | | | Termination |
| Swimming Programs | Charles Law | PT PNF | | 09/30/2003 | | | Termination |
| Undistributed Housing Expense | Jerry Marr | Zone Maintenance Tech | | 08/20/2003 | | | Termination |
| University Centers | Terence Fizer | BW PT Maint 00 | | 07/01/2003 | | | Termination |

Motion for approval of the recommendations as presented was made by Mr. Martin,

seconded by Mr. Sheffer, and carried unanimously.

AGENDA ITEM 7 - Approval of a quarterly meeting schedule for 2004 and a 2004 schedule for Board committee meetings

Motion to approve the following schedule for meetings in 2004 was made by

Ms. Bale, seconded by Mr. Tennill, and carried unanimously:

Quarterly Meetings:

- *First Quarterly Meeting* *January 23, 2004*
- *Second Quarterly Meeting* *April 30, 2004**
- *Third Quarterly Meeting* *July 30, 2004*
- *Fourth Quarterly Meeting* *October 29, 2004*

* *A special meeting may be needed in June to approve the FY 04-05 budget following the end of the 2004 General Assembly.*

Committee meeting schedule for 2004:

- *January 9, 2004*
- *April 9, 2004*
- *July 1, 2004*
- *October 1, 2004*

AGENDA ITEM 8 - Other Business

8.1 Conflict of Interest Disclosure Statement

Referring to a prepared document for consideration and adoption in each Board folder that was drafted by Regents Roberts and Dietle, Chair Gray commented that "We all signed statements when we were first considered for appointment as a Regent here at Western as required by the Governor's Office.

There has been much conversation as of late regarding conflict of interest for state university regents as well as presidents and other people."

In reviewing the draft, Ms. Roberts commented, "This is a little bit different from some disclosure statements in which we've all been asked to disclose substantial conflicts; and I feel like, as a public institution, the disclosure should be made and let the public decide, or whoever is looking at it decide, whether or not it is substantial. We have a somewhat of a unique situation in which two of our regents are employees and one, as a student, is probably in a position to receive scholarships or financial aid from the University, so it sort of makes it—it is not a situation in which no one would necessarily receive any kind of compensation. That was my thinking in developing this particular format in which everything would be disclosed if there was any kind of conflict or potential conflict."

Chair Gray encouraged the Board to adopt this statement to be proactive in addressing this issue.

Motion for adoption of the statement provided below was made by Dr. Dietle, seconded by Ms. Jordan, and carried unanimously.

**Western Kentucky University
Board of Regents
Conflict of Interest Disclosure Statement
(Approved by BOR: 10/31/03)**

As a member of the Board of Regents of Western Kentucky University I make the following disclosures about any real or potential conflicts I may have between my personal interests and my duties as a Regent as set forth in the Board's Bylaws and Code of Ethics.

For the purposes of this Disclosure Statement, "family member" shall mean spouse, parent sibling, child, parent, father-, mother-, brother- or sister-in-law. "Business relationship" shall mean one in which a Regent or a member of his or her family serves as an officer, director, employee, partner, trustee or controlling stockholder of a legal entity that does business with Western Kentucky University.

1. I am unaware of any relationship between myself or a member of my family and Western Kentucky University that would create a real or potential conflict of interest, except the following:

(If none exists write "none.")

2. During the past twelve (12) months, neither I nor a member of my family received any gifts, loans or other assets from any source from which the Western Kentucky University buys goods or services or has a business relationship, except the following:

(If none exists write "none.")

I certify that the above information is true and complete to the best of my knowledge.

Name Printed

Signature

Date

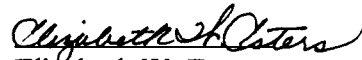
Individually-signed forms are in the Board's official files, and copies will be provided to appropriate Frankfort officials.


With no further business on the agenda, motion to adjourn was made at 11:05 a.m. by Mr. Tennill, seconded by Ms. Bale and carried.

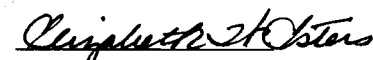
The next quarterly meeting is scheduled for January 23, 2004.

CERTIFICATION OF SECRETARY

I hereby certify that the minutes herein above set forth an accurate record of votes and actions taken by the Board of Regents of Western Kentucky University in the fourth quarterly meeting held October 31, 2003, in the Cornelius A. Martin Regents Room in Mass Media and Technology Hall on the Western campus, and further certify that the meeting was held in compliance with KRS 61.810, 61.815, 61.820, and 61.825 (enacted as Sections 2, 3, 4 and 5 of House Bill 100, 1974 Regular Session, General Assembly).


Elizabeth W. Esters
Secretary


Lois W. Gray
Chair
January 23, 2004


Elizabeth W. Esters
Secretary
January 23, 2004

**\$11,120,000 (est.)
WESTERN KENTUCKY UNIVERSITY
CONSOLIDATED EDUCATIONAL BUILDINGS REVENUE BONDS, SERIES Q
(RENOVATION OF DOWNING UNIVERSITY CTR & MATERIALS CHARACTERIZATION CTR)**

TENTATIVE SCHEDULE OF EVENTS

| <u>Date</u> | <u>Activity</u> | <u>Responsible Party</u> |
|--------------------|--|-------------------------------------|
| 10/17/03 | Distribute draft Resolution for Regents Committee | PSW |
| 10/31/03 | Western Kentucky University Regents meeting to adopt Resolution and authorize bond sale – Committee to authorize acceptance of bids. | WKU/FKS/OFM |
| 11/11/03 | Distribute balance of draft documents, POS and Terms and Conditions | PSW/FKS |
| 11/18/03 | State Property Committee meeting | OFM/FKS |
| 11/18/03 | Capital Projects Oversight Committee meeting | OFM |
| 11/12/03 | Advertise Notice of Bond Sale | PSW |
| 11/12/03 | Distribute Preliminary Official Statement | FKS |
| 11/19/03 | Bond Sale | FKS/WKU |
| 11/19/03 | Acceptance of bids and awarding of bonds | WKU/FKS |
| 11/24/03 | Distribute Final Official Statement | FKS |
| 12/03/03 | Bond Closing | FKS/PSW/BBT/WKU |

Legend:

FKS -First Kentucky Securities Corporation
 WKU- -Western Kentucky University
 PSW -Peck, Shaffer & Williams
 OFM -Office of Financial Management
 BBT -Branch Banking & Trust Co.

SERIES Q RESOLUTION
OF
THE BOARD OF REGENTS
OF
WESTERN KENTUCKY UNIVERSITY
Bowling Green, Kentucky
AUTHORIZING

WESTERN KENTUCKY UNIVERSITY
CONSOLIDATED EDUCATIONAL BUILDINGS
REVENUE BONDS, SERIES Q

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WESTERN KENTUCKY UNIVERSITY
SERIES Q BOND RESOLUTION

A RESOLUTION OF THE BOARD OF REGENTS OF WESTERN KENTUCKY UNIVERSITY, AUTHORIZING THE ISSUANCE OF CONSOLIDATED EDUCATIONAL BUILDINGS REVENUE BONDS, SERIES Q IN THE APPROXIMATE PRINCIPAL AMOUNT OF \$11,130,000 (WHICH AMOUNT MAY BE INCREASED OR DECREASED BY \$1,130,000).

WHEREAS, the Board of Regents of Western Kentucky State College (now Western Kentucky University) (the "Board"), by Resolution entitled:

"A RESOLUTION CREATING AND ESTABLISHING A CONSOLIDATED EDUCATIONAL BUILDINGS PROJECT OF THE WESTERN KENTUCKY STATE COLLEGE; CREATING AND ESTABLISHING AN ISSUE OF CONSOLIDATED EDUCATIONAL BUILDINGS REVENUE BONDS OF THE BOARD OF REGENTS OF THE WESTERN KENTUCKY STATE COLLEGE; PROVIDING FOR THE ISSUANCE FROM TIME TO TIME OF SAID BONDS; PROVIDING FOR THE PAYMENT OF THE PRINCIPAL OF AND INTEREST ON SAID BONDS, AND REPEALING ALL RESOLUTIONS AND PARTS OF RESOLUTIONS IN CONFLICT WITH THIS RESOLUTION,"

adopted on August 15, 1960, supplemented on July 28, 1971 (collectively, the "Resolution"), has created and established an issue of Consolidated Educational Buildings Revenue Bonds of the Board of Regents of Western Kentucky University (the "Bonds"); and

WHEREAS, the Board has heretofore authorized, sold, issued and delivered fifteen (15) prior issues of Bonds designated "Consolidated Educational Buildings Revenue Bonds, Series A, Series B, Series C, Series D, Series E, Series F, Series G, Series H, Series I, Series J, Series K, Series L, Series M, Series N, Series O and Series P;" and

WHEREAS, the Board has determined that it is in the best interests of Western Kentucky University to authorize, at this time, an additional Series of Bonds to be designated "Western Kentucky University Consolidated Educational Buildings Revenue Bonds, Series Q" (the "Series Q Bonds"), pursuant to the provisions of this resolution (the "Series Q Resolution"); and

WHEREAS, it has been ascertained that the average of the annual Revenues, as defined in the Resolution, from the Consolidated Educational Buildings Project, as defined in the Resolution, for the latest two Fiscal Years, as defined in the Resolution, immediately preceding the proposed issuance of the Series Q Bonds, from the sources established in the Resolution, as adjusted in the authorized manner, was equal to not less than 1.25 times the maximum Aggregate Principal, Interest and Bond Fund Charges, as defined in the Resolution, in any succeeding twelve month period ending May 1, on all Series of the Consolidated Educational Buildings Revenue Bonds payable from the Revenues of the Project (including the Series Q Bonds), evidenced by a statement to that effect which will be filed with the Trustee by the Treasurer of the Board prior to the time of issuance of the Series Q Bonds, thereby complying with the conditions and restrictions set forth in Section 7.10 of the Resolution permitting the issuance of bonds ranking on a basis of parity and equality with all outstanding Series of Western Kentucky

University Consolidated Educational Buildings Revenue Bonds, as to security and source of payment, and in all other respects.

NOW, THEREFORE, THE BOARD OF REGENTS OF WESTERN KENTUCKY UNIVERSITY HEREBY RESOLVES AS FOLLOWS:

ARTICLE I. AUTHORITY AND DEFINITIONS

Section 1.01 Authority of Original Resolution. This Resolution (hereinafter referred to as the "Series Q Resolution") is adopted in accordance with Article II, Section 2.03 of the Resolution.

Section 1.02. Definitions of Resolution Reaffirmed.

(a) All terms which are defined in Article I and elsewhere in the Resolution shall have the same meanings, respectively, in this Series Q Resolution as such terms are given in the Resolution.

(b) In addition to the foregoing, the following terms, unless the context shall indicate another or different meaning, shall be construed, used and intended to have the meanings as follows:

"Agent Member" means a member of, or participant in, the Securities Depository.

"Book-Entry Form" means, with respect to the Series Q Bonds, a form or system, as applicable, under which (i) the ownership of beneficial interests in the Series Q Bonds and bond service charges may be transferred only through a book entry, and (ii) physical Series Q Bond certificates in fully registered form are registered only in the name of a Securities Depository or its nominee as owner, with the physical Series Q Bond certificates in the custody of a Securities Depository.

"Continuing Disclosure Agreement" means the Continuing Disclosure Agreement dated as of the first day of the month in which the Series Q Bonds are issued, between Western Kentucky University and the Trustee.

"Debt Service Reserve Account" means the account of the Bond Fund in which the Trustee is maintaining an amount equal to the Debt Service Reserve Requirement under the provisions of Section 4.05(2) of the Resolution, which account shall be maintained as a separate and distinct account in the Bond Fund and amounts in such account shall be used for the purposes set forth in the Resolution, but only to the extent other amounts in the Bond Fund are not available for such purpose.

"Debt Service Reserve Requirement" means the amount required by Section 4.05(2) of the Resolution to be maintained as a reserve in the Bond Fund, such amount being equal to the maximum Aggregate Principal, Interest and Bond Fund Charges.

"Memorandum of Instructions" means the Memorandum of Instructions Regarding Rebate delivered to the Board and the Trustee at the time of the issuance and delivery of the Series Q Bonds as the same may be amended or supplemented in accordance with its terms.

"Securities Depository" means any securities depository that is a "clearing corporation" within the meaning of the New York Uniform Commercial Code and a "clearing agency" registered pursuant to the provisions of Section 17A of the Securities Exchange Act, operating and maintaining, with its participants or otherwise, a Book-Entry System to record ownership of beneficial interests in bonds and bond service charges, and to effect transfers of bonds in Book-

Entry Form, and means, initially, The Depository Trust Company (a limited purpose trust company), New York, New York.

"Securities Depository Nominee" means any nominee of a Securities Depository and initially means Cede & Co., New York, New York, as nominee of The Depository Trust Company.

"Series Q Bonds" means the Bonds authorized by Article II of this Series Q Resolution.

"Series Q Construction Account" means the "Bond Proceeds Series – Construction Account" to be established for the Series Q Project in accordance with Section 4.09 of the Resolution.

"Series Q Project" means (i) the Downing University Center Renovation and (ii) the Materials Characterization Building, and all necessary appurtenances on the Western Kentucky University campus in Warren County, Kentucky, as a part of the Consolidated Educational Buildings Project.

"Series Q Resolution" means this Series Q Resolution.

Section 1.03. Statutory Authority. This Series Q Resolution is adopted pursuant to the provisions of Section 162.340 through 162.380 of the Kentucky Revised Statutes and the Resolution.

ARTICLE II.
AUTHORIZATION, PURPOSE AND TERMS OF SERIES Q BONDS

Section 2.01. Authorization of Series Q Bonds. Pursuant to the provisions of the Resolution there is hereby authorized to be issued by the Board of Regents of Western Kentucky University, in its corporate capacity, a Series of bonds in the aggregate principal amount of approximately ELEVEN MILLION ONE HUNDRED THIRTY THOUSAND DOLLARS (\$11,130,000). Such Bonds shall be designated as "Western Kentucky University Consolidated Educational Buildings Revenue Bonds, Series Q." The Series Q Bonds are hereby declared to have been authorized under the Resolution and in conformity with the provisions of Section 7.10 of the Resolution. The Board hereby represents that the conditions prescribed in Section 7.10 of the Resolution will have been complied with before the time of issuance of the Series Q Bonds, and that the Series Q Bonds are issued on a basis of parity with all outstanding Series of Western Kentucky University Consolidated Educational Buildings Revenue Bonds. The exact principal amount of the Series Q Bonds to be issued may be increased or decreased by up to \$1,130,000. The exact principal amount shall be established at the time of sale of the Series Q Bonds as the amount required to (i) pay the costs of the Series Q Project, (ii) deposit in the Debt Service Reserve Account such amount as may be required so that the amount on deposit therein on the date of delivery of the Series Q Bonds will equal the Debt Service Reserve Requirement, and (iii) pay the costs of issuing the Series Q Bonds, which amount shall be conclusively established by the acceptance of the best bid for the Series Q Bonds in such amount.

Section 2.02. Purpose of Series Q Bonds. Said Series Q Bonds are being issued for the purpose of (i) depositing \$10,000,000 to the Bond Proceeds Series Q Construction Account, (ii) depositing in the Debt Service Reserve Account such amount as may be required so that the amount on deposit therein on the date of delivery of the Series Q Bonds will equal the Debt Service Reserve Requirement and (iii) paying the costs of issuing the Series Q Bonds.

Section 2.03. Date of Bonds; Maturities; and Interest Rate. The Series Q Bonds shall be issued as fully registered bonds as to both principal and interest in denominations of \$5,000 or any multiple thereof within a single maturity, shall be dated the first day of the month in which the Series Q Bonds are issued, and shall be numbered consecutively from R-1 upward. The Series Q Bonds shall bear interest payable semiannually on May 1 and November 1, commencing the first November 1 occurring after the Series Q Bonds are issued, at such interest rate or rates fixed as a result of the advertised sale of the Bonds, and shall mature serially on May 1 in each of the years 2005 through 2023, in the approximate principal amounts, as follows:

| <u>Maturity</u> | <u>Principal Amount</u> | <u>Maturity</u> | <u>Principal Amount</u> |
|-----------------|-------------------------|-----------------|-------------------------|
| May 1, 2005 | \$435,000 | May 1, 2015 | \$585,000 |
| May 1, 2006 | 445,000 | May 1, 2016 | 605,000 |
| May 1, 2007 | 455,000 | May 1, 2017 | 630,000 |
| May 1, 2008 | 465,000 | May 1, 2018 | 660,000 |
| May 1, 2009 | 475,000 | May 1, 2019 | 685,000 |
| May 1, 2010 | 490,000 | May 1, 2020 | 715,000 |
| May 1, 2011 | 505,000 | May 1, 2021 | 750,000 |
| May 1, 2012 | 525,000 | May 1, 2022 | 785,000 |
| May 1, 2013 | 540,000 | May 1, 2023 | 820,000 |
| May 1, 2014 | 560,000 | | |

The exact maturity amounts shall be established at the time of sale of the Series Q Bonds as the amounts required to amortize the Series Q Bonds no later than May 1, 2023, which amounts shall be conclusively established by the acceptance of revised maturities to be set forth in the best bid for the Series Q Bonds.

Each Series Q Bond shall bear interest from the interest payment date to which interest has been paid next preceding the date on which such Series Q Bond is authenticated by the Trustee, unless such Series Q Bond is authenticated on an interest payment date to which interest has been paid, in which event it shall bear interest from such date, or if such Series Q Bond is authenticated prior to the first interest payment date, such Series Q Bond shall bear interest from the date of original issue.

Section 2.04. Registration and Transfer; Payment of Principal and Interest; Authentication of Series Q Bonds; Mutilated, Lost, Stolen or Destroyed Bonds. Branch Banking and Trust Company, Wilson, North Carolina, is hereby designated as "Registrar" and "Paying Agent" for the Series Q Bonds. So long as any Series Q Bonds remain outstanding, the Registrar shall keep at its principal office a Bond Register showing and recording a register of the owners of the Series Q Bonds and shall provide for the registration and transfer of Series Q Bonds in accordance with the terms of the Series Q Resolution, subject to such reasonable regulations as the Registrar may prescribe.

The person in whose name any Series Q Bond is registered on the Bond Register maintained by the Registrar, on the 15th day of the calendar month next preceding an interest payment date (the "Record Date") shall be entitled to receive the interest payable on such interest payment date (unless such Series Q Bond shall have been called for redemption on a redemption date which is prior to such interest payment date) notwithstanding the cancellation of such Series Q Bond upon any registration of transfer or exchange thereof subsequent to such Record Date and prior to such interest payment date.

The principal of (redemption price, if redeemed prior to maturity) and interest on the Series Q Bonds shall be payable in lawful money of the United States of America as same respectively become due. The principal of each Series Q Bond is payable upon surrender of same at the principal office of the Paying Agent. Interest on the Series Q Bonds shall be paid by check mailed by the Paying Agent on or before each interest payment date to the owners of the Series Q Bonds shown on the Bond Register as of the end of business on the Record Date, at the respective addresses appearing on the Bond Register.

The Series Q Bonds shall be executed on behalf of the Board, as permitted by Section 61.390 of the Kentucky Revised Statutes, with the duly authorized reproduced facsimile signature of the Chairman, and the reproduced facsimile of its corporate seal shall be imprinted thereon and attested by the reproduced facsimile signature of the Secretary; and said officials, by the execution of appropriate certifications, shall adopt as and for their own proper signatures, their respective facsimile signatures on said Series Q Bonds; provided the Authentication Certificate of Registrar must be executed by the manual signature of the Registrar on each Series Q Bond before such Series Q Bond shall be valid.

The Registrar shall have the right to order the preparation of whatever number of Series Q Bond certificates as, in the sole discretion of the Registrar, shall be deemed necessary in order to enable the Registrar to maintain an adequate reserve supply of such Series Q Bond certificates to effect properly the continuing transfers and exchanges of ownership of Series Q Bond certificates as same are sold, exchanged and/or otherwise surrendered in the future. No further action regarding the authorization or execution of additional Series Q Bond certificates shall be required by the Board, and all expenses incident thereto shall be borne by the Board.

All Series Q Bonds shall be exchangeable and transferable upon presentation and surrender thereof at the office of the Registrar, duly endorsed for transfer or accompanied by an assignment duly executed by the owner or his authorized representative, for a Series Q Bond or Series Q Bonds of the same maturity and interest rate and in any authorized denomination of \$5,000 and any multiple thereof within a single maturity, in an aggregate principal amount or amounts equal to the unpaid principal amount of the Series Q Bond or Series Q Bonds presented for exchange and transfer. The Registrar shall be and is hereby authorized to authenticate and deliver exchange Series Q Bonds in accordance with the provisions of this Section. Each exchange Series Q Bond delivered in accordance with this Section shall constitute an original contractual obligation of the Board and shall be entitled to the benefits and security of, the Resolution and this Series Q Resolution to the same extent as the Series Q Bond or Series Q Bonds in lieu of which such exchange Series Q Bond is delivered.

No Series Q Bond shall be valid or obligatory for any purpose or be entitled to any security or benefit of the Resolution or this Series Q Resolution unless and until such Series Q Bond has been duly authenticated by the Registrar by the execution of the Authentication Certificate of Registrar appearing on such Series Q Bond. Such Certificate appearing on any Series Q Bond shall be deemed to have been duly executed by the Registrar if manually signed by an authorized officer of the Registrar. It shall not be required that the same officer of the Registrar sign such Certificate on all of the Series Q Bonds.

If any Series Q Bond shall be mutilated, lost, stolen or destroyed, the Registrar may execute, authenticate and deliver a new Series Q Bond of like maturity and tenor in lieu of and in substitution for the Series Q Bond mutilated, lost, stolen or destroyed; provided that, in the case of any mutilated Series Q Bond, such mutilated Series Q Bond shall first be surrendered to the Registrar, and in the case of any lost, stolen or destroyed Series Q Bond, there shall be first furnished to the Board satisfactory evidence of the ownership of such Series Q Bond and of such loss, theft or destruction, together with indemnity satisfactory to the Board. If any such Series Q Bond shall have matured, the Registrar may pay the same instead of issuing a new Series Q Bond. The Registrar, the Trustee and the Board may charge the owner of such Series Q Bond their reasonable fees and expenses in this connection.

Section 2.05. Redemption Provisions. The Series Q Bonds may be redeemed at the option of the Board on any date on or after May 1, 2013 in whole or in part, and if in part in such order of maturity as may be determined by the Board (less than all of a single maturity to be selected by lot in such manner as the Trustee may determine), at a redemption price of 100% of the principal amount of Series Q Bonds to be redeemed, plus accrued interest to the date of redemption. The Series Q Bonds may also be subject to mandatory sinking fund redemption if the purchaser of the Series Q Bonds designates term bonds in its bid for the Series Q Bonds.

In the event that a Series Q Bond subject to redemption is in a denomination larger than \$5,000, a portion of such Series Q Bond may be redeemed, but only in a principal amount equal to \$5,000 or an integral multiple thereof. Upon surrender of any Series Q Bond for redemption in part, the Registrar, in accordance with this Series Q Resolution, shall authenticate and deliver an exchange Series Q Bond or Series Q Bonds in an aggregate principal amount equal to the unredeemed portion of the Series Q Bond so surrendered.

The Trustee shall give notice of any redemption by sending such notice by United States mail, first class, postage prepaid, not less than thirty (30) and not more than sixty (60) days prior to the date fixed for redemption, to the registered Owner of each Series Q Bond to be redeemed in whole or in part at the address shown on the Bond Register as of the date of mailing of such notice. Such notice shall state the redemption date, the place at which the Bonds are to be surrendered for payment, and, if less than all of the Series Q Bonds outstanding are to be redeemed, an identification of the Series Q Bonds or portions thereof to be redeemed. Any notice mailed as provided in this Section shall be conclusively presumed to have been duly given, whether or not the owner receives such notice.

Prior to each redemption date, the Trustee shall make provision, to the extent funds are then available therefore, for the payment of the redemption price of the Series Q Bonds to be redeemed on such date by setting aside and holding in trust an amount sufficient to pay such redemption price. Upon presentation and surrender of any such Series Q Bond at the main corporate trust office of the Paying Agent on or after the date fixed for redemption, the Paying Agent shall pay the Redemption Price of such Bond (plus accrued interest to the date of redemption) from the funds set aside for such purpose.

All of said Bonds as to which the Board reserves and exercises the right of redemption and as to which notice as aforesaid shall have been given, and for the retirement of which, upon the terms aforesaid, funds are duly provided, will cease to bear interest on the redemption date.

The Registrar shall not be required to transfer or exchange any Series Q Bonds (i) during the period between the Record Date and the next Interest Payment Date of such Series Q Bond; (ii) after notice calling such Series Q Bond for redemption has been mailed; or (iii) during a period of fifteen (15) days next preceding the mailing of a notice of redemption of any Series Q Bond.

No service charge shall be made for any transfer or exchange of Series Q Bonds, but the Board and the Registrar may require payment of a sum sufficient to cover any tax or any other governmental charge that may be imposed in connection with any transfer or exchange of Series Q Bonds, except in the case of the issuance of a Bond or Bonds for the unredeemed portion of a Series Q Bond surrendered for redemption.

Section 2.06. Securities Depository; Ownership of Bonds. Except as provided in paragraph (c) below, the Series Q Bonds shall be registered in the name of the Securities

Depository or the Securities Depository Nominee, and ownership thereof shall be maintained in Book-Entry Form by the Securities Depository for the account of the Agent Members of the Securities Depository. Initially, the Series Q Bonds shall be registered in the name of Cede & Co., as the nominee of The Depository Trust Company. Except as provided in paragraph (c) below, the Series Q Bonds may be transferred, in whole but not in part, only to the Securities Depository or the Securities Depository Nominee, or to a successor Securities Depository selected or approved by the Board or to a nominee of such successor Securities Depository. As to any Series Q Bond, the person in whose name such Series Q Bond shall be registered shall be the absolute owner thereof for all purposes, and payment of or on account of the principal of and premium, if any, and interest on any such Series Q Bond shall be made only to or upon the order of the registered owner thereof or his legal representative.

(a) Neither the Board nor the Trustee shall have any responsibility or obligation with respect to:

(i) the accuracy of the records of the Securities Depository or any Agent Member with respect to any beneficial ownership interest in the Series Q Bonds;

(ii) the delivery to any Agent Member, any beneficial owner of the Series Q Bonds or any other person, other than the Securities Depository, of any notice with respect to the Series Q Bonds or the Bond Resolution; or

(iii) the payment to any Agent Member, any beneficial owner of the Series Q Bonds or any other person, other than the Securities Depository, of any amount with respect to the principal of, premium, if any, or interest on the Series Q Bonds.

So long as any Series Q Bonds are registered in Book-Entry Form, the Board and the Trustee may treat the Securities Depository as, and deem the Securities Depository to be, the absolute owner of such Series Q Bonds for all purposes whatsoever, including without limitation:

(A) the payment of principal of, premium, if any, and interest on the Series Q Bonds;

(B) giving notices of redemption and other matters with respect to the Series Q Bonds;

(C) registering transfers with respect to the Series Q Bonds;

(D) the selection of Series Q Bonds for redemption;

(E) for purposes of obtaining consents under the Bond Resolution; and

(F) notwithstanding the definition of the terms "bondholder" or "holder" or "owner" in the Bond Resolution as referencing the registered owners of the Series Q Bonds, the Trustee shall be entitled to rely upon written instructions from a majority of the beneficial owners of the Series Q Bonds with reference to consent, if any, required from the owners of the Series Q Bonds pursuant to the terms of the Bond Resolution.

(b) If at any time the Securities Depository notifies the Board that it is unwilling or unable to continue as Securities Depository with respect to the Series Q Bonds, or if at any time the Securities Depository shall no longer be registered or in good standing under the Securities Exchange Act or other applicable statute or regulation and a successor Securities Depository is not appointed by the Board within 90 days after the Board receives notice or becomes aware of such condition, as the case may be, then this Section shall no longer be applicable, and the Board shall execute and the Trustee shall authenticate and deliver certificates representing the Series Q Bonds to the owners of the Series Q Bonds as otherwise provided in this Article II.

(c) Payment of the principal of, premium, if any, and interest on any Series Q Bonds not registered in Book-Entry Form shall be made as provided in Section 2.04 hereof.

(d) The principal of, premium, if any, and interest on the Series Q Bonds registered in Book-Entry Form in the name of the Securities Depository or the Securities Depository Nominee shall be payable by wire transfer from the Trustee to the Securities Depository or the Securities Depository Nominee, as the case may be.

Section 2.07. Form of Bond. The Series Q Bonds and the certificate of the Registrar to be endorsed on said Series Q Bonds shall be in substantially the following form, to-wit:

UNITED STATES OF AMERICA
COMMONWEALTH OF KENTUCKY
WESTERN KENTUCKY UNIVERSITY
CONSOLIDATED EDUCATIONAL BUILDINGS REVENUE BOND
SERIES Q

NO. R-_____ \$ _____

DATE OF ORIGINAL ISSUE INTEREST RATE MATURITY DATE CUSIP

REGISTERED OWNER:

PRINCIPAL AMOUNT: _____ DOLLARS

KNOW ALL MEN BY THESE PRESENTS: That the Board of Regents of Western Kentucky University, at Bowling Green, Kentucky, a public body corporate and educational institution and agency of the Commonwealth of Kentucky (hereinafter called the "Board"), for value received, hereby promises to pay to the Registered Owner named above, or registered assigns or legal representatives, as herein provided, solely from the special fund hereinafter identified, upon presentation and surrender of this Series Q Bond, the Principal Amount specified above, on the Maturity Date specified above, and to pay interest on said sum at the per annum Interest Rate specified above, from the interest payment date to which interest has been paid next preceding the date on which this Series Q Bond is authenticated, unless this Series Q Bond is authenticated on an interest payment date to which interest has been paid, in which event this Series Q Bond shall bear interest from such date, or if this Series Q Bond is authenticated prior to the first interest payment date, this Series Q Bond shall bear interest from the Date of Original Issue set out above, semiannually on May 1 and November 1 of each year, commencing _____ 1, _____, until payment of the Principal Amount, except as the provisions hereinafter

set forth with regard to redemption prior to maturity may be and become applicable hereto. The principal amount of this Series Q Bond (or redemption price, if redeemed prior to maturity) is payable upon surrender of this Series Q Bond, at maturity or at earlier redemption prior to maturity, in lawful money of the United States of America at the principal office of the Paying Agent, Branch Banking and Trust Company, Wilson, North Carolina, or any successor appointed pursuant to the provisions of the Resolution hereinafter referred to. Interest due on this Series Q Bond shall be paid by check or draft mailed by regular United States mail, postmarked no later than the due date thereof, by the Paying Agent to the Registered Owner and at the address shown as of the 15th day of the month preceding such interest payment date on the Bond Register kept by the Registrar.

This Series Q Bond and the issue of which it is a part is issued under and pursuant to a Resolution adopted on August 15, 1960, supplemented on July 28, 1971 (collectively, the "Resolution"), and a Series Q Resolution adopted on October 31, 2003 (the "Series Q Resolution"), by the Board, and in full compliance with the Constitution and Statutes of the Commonwealth of Kentucky, including among others, Sections 162.340 to 162.380, inclusive, of the Kentucky Revised Statutes now in full force and effect.

As provided in the Resolution, bonds may be issued from time to time pursuant to separate resolutions in one or more series, in various principal amounts, may bear interest at different rates and may otherwise vary as in the Resolution provided. The aggregate principal amount of bonds which may be issued under the Resolution is not limited except as provided in the Resolution, and all bonds issued and to be issued under the Resolution are and will be equally secured by the pledges and covenants made therein, except as otherwise expressly provided or permitted in the Resolution. As of the date hereof, in addition to the Series Q Bonds, there are outstanding pursuant to the Resolution, Series I, Series M, Series N, Series O and Series P Bonds. All Series of Bonds heretofore and hereafter issued and outstanding, including the Series Q Bonds, under and pursuant to the Resolution are hereinafter referred to as the "Bonds."

This Bond is one of a Series of Bonds in the aggregate principal amount of _____ DOLLARS (\$ _____) principal amount of bonds (hereinafter collectively referred to as the "Series Q Bonds") authorized to be issued by the Board for the purpose of (i) financing the costs (to the extent not otherwise provided) of establishing and erecting certain educational buildings and necessary appurtenances (the "Series Q Project") upon the property of the University, which Series Q Project buildings and appurtenant facilities are a part of the Consolidated Educational Buildings Project of the University (the "Project"), (ii) depositing in the Debt Service Reserve Account such amount as may be required so that the amount on deposit therein on the date of delivery of the Series Q Bonds will equal the maximum Aggregate Principal, Interest and Bond Fund Charges, as defined in the Resolution, and (iii) paying the costs of issuing the Series Q Bonds.

Copies of the Resolution and the related series resolutions are on file at the office of Branch Banking and Trust Company, Wilson, North Carolina, the Trustee. Reference is hereby made to the Resolution and the Series Q Resolution pursuant to which Branch Banking and Trust Company, Wilson, North Carolina (successor to Bowling Green Bank & Trust Company, N.A.), has been designated as Trustee for the holders and owners of the issue of Bonds of which this Series Q Bond is one and for the provisions, among others, with respect to the custody and application of the proceeds of the Bonds; the rights, duties and obligations of said Board of Regents and of the Trustee, and the rights of the holders and owners of the Bonds; and by the

acceptance of this Series Q Bond, the owner hereof assents to all of the provisions of the Resolution and the Series Q Resolution.

The owner of this Series Q Bond shall have no right to enforce the provisions of the Resolution or the Series Q Resolution, or to institute action to enforce the covenants therein, to take any action with respect to any default under the Resolution, or the Series Q Resolution, or to institute, appear in or defend any suit or other proceedings with respect thereto, except as provided in the Resolution.

The Resolution provides for fixing, charging and collecting fees for the services of the Project consisting of all educational buildings heretofore and hereafter erected on the property of the University as more particularly defined in the Resolution, which fees will be sufficient to pay the principal of and interest on the Bonds as the same become due and to provide reserves for such purposes and also to pay the costs of operation and maintenance of the Project to the extent the same are not otherwise provided. The Resolution provides for the creation of a special account designated "Consolidated Educational Buildings Project Bond and Interest Sinking Fund" (the "Bond Fund"), and for the deposit to the credit of the Bond Fund of a fixed amount of the gross Revenues of the Project to pay interest on the Bonds as the same becomes due and to pay or retire the principal of the Bonds at or prior to the maturity thereof, and to provide a reserve for such purpose, in an amount equal to the maximum Aggregate Principal, Interest and Bond Fund Charges on the Bonds, which Bond Fund is pledged to and charged with the payment of said principal and interest.

The issue of Series Q Bonds of which this Series Q Bond is one, and all other Bonds heretofore issued and as may hereafter be issued and outstanding from time to time under the Resolution, are payable only from a fixed amount of the gross Revenues derived from the operation of the Project which will be set aside in said Bond Fund and other Revenues required to be paid into said Bond Fund, and this Series Q Bond does not constitute an indebtedness of Western Kentucky University or of its Board of Regents or of the Commonwealth of Kentucky within the meaning of any provisions or limitations of the Constitution of the Commonwealth of Kentucky.

This Series Q Bond may be exchanged or transferred upon presentation and surrender at the office of the Registrar, duly endorsed for transfer or accompanied by an assignment duly executed by the owner or his authorized representative, for a Series Q Bond or Series Q Bonds of the same maturity and interest rate and in any authorized denomination of \$5,000 and/or a multiple thereof within a single maturity, in an aggregate principal amount or amounts equal to the unpaid principal amount of the Series Q Bond or Series Q Bonds presented for exchange and transfer.

The Series Q Bonds may be redeemed at the option of the Board on any date on or after May 1, 2013 in whole or in part, and if in part in such order of maturity as may be determined by the Board (less than all of a single maturity to be selected by lot in such manner as the Trustee may determine), at a redemption price of 100% of the principal amount of Series N Bonds to be redeemed, plus accrued interest to the date of redemption.

[Insert mandatory sinking fund redemption provisions, if any.]

In the event that a Series Q Bond subject to redemption is in a denomination larger than \$5,000, a portion of such Series Q Bond may be redeemed, but only in a principal amount equal to \$5,000 or an integral multiple thereof. Upon surrender of any Series Q Bond for redemption

in part, the Registrar, in accordance with the Series Q Resolution, shall authenticate and deliver in exchange Series Q Bonds in an aggregate principal amount equal to the unredeemed portion of the Series Q Bond so surrendered.

The Trustee shall give notice of any redemption by sending such notice by United States mail, first class, postage prepaid, not less than thirty (30) and not more than sixty (60) days prior to the date fixed for redemption, to the registered Owner of each Series Q Bond to be redeemed in whole or in part at the address shown on the Bond Register as of the date of mailing of such notice.

A statutory mortgage lien, which is hereby recognized as valid and binding on said Project, is created and granted to and in favor of the owners of the Series Q Bonds on a parity with all outstanding Bonds, and the Project shall remain subject to such statutory mortgage lien until the payment in full of the principal of and interest on the Series Q Bonds.

This Series Q Bond shall not be valid or become obligatory for any purpose, or be entitled to any security or benefit under the Resolution until it shall have been authenticated by the execution by the Registrar of a certificate endorsed hereon.

It is hereby certified, recited and declared that all acts, conditions and things required to exist, to happen and to be performed precedent to and in the issuance of this Series Q Bond, do exist, have happened and have been performed in due time, form and manner as required by law, and that the amount of this Series Q Bond, together with all other obligations of the Board of Regents of said Western Kentucky University, does not violate any provision or exceed any limit prescribed by the Constitution or Statutes of the Commonwealth of Kentucky; that said Project will be continuously operated, and that a sufficient portion of the gross Revenues therefrom has been pledged to and will be set aside into said Bond Fund for the payment of the principal of and interest on the Series Q Bonds, and all other Bonds, which by their terms and the terms of the Resolution are payable from said Bond Fund, as and when the same will respectively become due.

IN TESTIMONY WHEREOF, the Board of Regents of Western Kentucky University has caused this Series Q Bond to be executed on its behalf by the reproduced facsimile signature of its Chairman and the facsimile of its corporate seal to be imprinted hereon, attested by the reproduced facsimile signature of its Secretary, dated as of the Date of Original Issue set forth above; provided, however, that this Series Q Bond shall not be valid or obligatory for any purpose or be entitled to any security or benefit under the Series Q Resolution pursuant to which it was authorized until the Authentication Certificate of Trustee printed hereon shall have been executed by the manual signature of a duly authorized representative of the Trustee.

BOARD OF REGENTS OF WESTERN
KENTUCKY UNIVERSITY

By: *Levi W. Gray*
Chairman

ATTEST:

By: *Chipheth R. H. Peters*
Secretary
(Facsimile Seal)

THE AUTHENTICATION DATE OF THIS SERIES Q BOND IS: _____

AUTHENTICATION CERTIFICATE OF REGISTRAR

This is to certify that this Series Q Bond is one of the Series Q Bonds referred to in the within Series Q Bond and in the within-mentioned Resolution. Printed on the reverse hereof is the complete text of the opinion of Bond Counsel, Peck, Shaffer & Williams LLP, Covington, Kentucky, a signed original of which is on file with the undersigned, delivered and dated on the date of initial delivery of and payment for the Series Q Bonds.

Branch Banking and Trust Company, Wilson, North
Carolina, Registrar

By: _____
Authorized Officer

[Insert form of Bond Counsel Opinion]

ASSIGNMENT

For value received, the undersigned hereby sells, assigns and transfer unto the within Series Q Bond and hereby irrevocably constitutes and appoints attorney to transfer the within Series Q Bond on the books kept for registration and transfer of said Series Q Bond, with full power of substitution in the premises.

Dated: _____

(Signature must correspond with name of
Registered Owner as it appears on the front of this
Bond in every particular, without alteration,
enlargement or any change whatsoever.)

Social Security Number or other identifying
number: _____

Signature Guaranteed By:

Notice: Signatures must be guaranteed by a member firm of the New York Stock Exchange or a
commercial bank or trust company.

**ARTICLE III.
MISCELLANEOUS PROVISIONS**

Section 3.01. The Trustee. For the purpose of securing the payment of both the principal of and interest on all of the outstanding Series of Bonds authorized pursuant to the Resolution, and any additional parity bonds which may hereafter be issued and outstanding pursuant to the conditions and restrictions set forth in Section 7.10 of the Resolution, and to secure for the benefit of all the holders and owners of said Bonds the faithful performance of the covenants and provisions contained in the Resolution in the manner and to the extent as permitted and provided in the Resolution and in Sections 162.340 to 162.380 of the Kentucky Revised Statutes, Branch Banking and Trust Company, Wilson, North Carolina (formerly Bowling Green Bank & Trust Company, N.A.), was designated in the Series A Resolution as Trustee under the Resolution for the holders of all of said Bonds, and such designation is now reaffirmed, with the powers and duties set forth in the Resolution and with no liability in connection with any action or omission to act under the Resolution except for its own negligence or willful breach of trust. Execution of a certificate of the Trustee in connection with the delivery of the Series Q Bonds shall conclusively establish the acceptance as to such Series Q Bonds by the Trustee of the trusts and provisions with respect thereto as set forth in the Resolution and in this Series Q Resolution.

Section 3.02. Conditions of Sale of Series Q Bonds; Determination of Interest Rates. The Series Q Bonds shall be sold at public sale after public advertising as required by Chapter 424 of the Kentucky Revised Statutes. Bids shall be received in the office of the Treasurer of the University (who is hereby recognized and designated as the Treasurer of the Board for all purposes of this Series Q Resolution), until a day and hour designated by the Treasurer, but not less than seven (7), nor more than twenty-one (21) days prior to the designated sale date. The President of the University, hereby duly authorized, shall, by execution of a Certificate of Award, accept the lowest and best bid for the Series Q Bonds and establish the final principal amount and maturities for the Series Q Bonds, and the interest rates of said Series Q Bonds shall be automatically fixed at the interest rates set out in said successful bid accepted in said Certificate of Award, without the necessity of any further action by the Board. The proceeds of the sale of said Series Q Bonds shall be used only for the purposes herein described.

Section 3.03. Delivery of Series Q Bonds; Application of Proceeds. Immediately upon the issuance, sale and delivery of the Series Q Bonds, the proceeds thereof shall be applied as follows:

- (a) To the Bond Fund, accrued interest on the Series Q Bonds from the date thereof to the date of delivery to be applied toward payment of interest on the Series Q Bonds on the first interest payment date;
- (b) To the Debt Service Reserve Account, such amount as may be required so that the amount on deposit therein on the date of delivery of the Series Q Bonds will equal the Debt Service Reserve Requirement;
- (c) To the Series Q Construction Account, \$10,000,000;
- (d) To a temporary account entitled, the "costs of issuance account" to be held by the Trustee, the amount necessary to pay the costs of issuance of the Series Q Bonds; and
- (e) To the Bond Fund, the remaining balance, if any.

From the proceeds of the Series Q Bonds deposited in the costs of issuance account, there shall be paid to First Kentucky Securities Corporation, Frankfort, Kentucky, as Financial Advisor to the Board and Peck, Shaffer & Williams LLP, Bond Counsel, the contractual compensation which shall then be due and payable, and all other costs associated with the authorization, issuance, sale and delivery of the Series Q Bonds. All monies remaining in the costs of issuance account after payment of all costs of issuance shall be transferred to the Bond Fund.

Amounts in the Series Q Construction Account shall be disbursed by the Treasurer of the Commonwealth according to such inspection, audit, and disbursement procedures as may from time to time be provided by law, for the purpose of paying the costs (to the extent not otherwise provided) of establishing and constructing the Series Q Project in accordance with the approved plans and specifications therefore and to reimburse the University or the Commonwealth for any payments which may have been made from other available resources in anticipation of the issuance of the Series Q Bonds, and only upon certification of the architect or Engineer having supervision of construction (or of the Secretary of the Finance and Administration Cabinet of the Commonwealth of Kentucky with respect to reimbursements sought by the Commonwealth), as to each disbursement for construction costs, that the amount thereof has been duly earned by and is payable to (and has not previously been paid to) the designated party or parties, for materials, services, and/or labor furnished pursuant to proper contract duly awarded therefore.

Any balance remaining in said Series Q Construction Account after the establishment and construction of the Series Q Project and the payment of all costs in connection therewith shall be deposited in the Bond Fund and (a) credited to the Debt Service Reserve Account if and to the extent that such Debt Service Reserve Account contains less than the amount of the Debt Service Reserve Requirement, and/or (b) either applied as a credit against the next deposit required to be made into the Bond Fund, or used to purchase Series Q Bonds in the open market at a purchase price not exceeding par plus accrued interest, as may be directed by the Board; provided, however, that if proceedings are then pending or imminently contemplated for the establishment and/or construction of one or more additional educational buildings, which are or will be financed by the issuance of additional Series Bonds pursuant to the Resolution, and which building or buildings constitute or will constitute a part of the Consolidated Educational Buildings Project, any such unexpended balance may be taken into account in determining the amount of Bonds to be authorized therefore, or may otherwise be applied to the proper costs thereof, in which event such unexpended balance may, upon authority of the Board, be transferred to the series construction account to be established with respect thereto; and provided further, that if the Board has made a contribution to the Series Q Construction Account, any surplus to the extent of such contribution shall be transferred back to the Board.

Section 3.04. Compliance with Provisions of Resolution as to Parity Coverage. It is hereby certified that prior to the issuance of the Series Q Bonds, a statement will be filed by the Treasurer of the Board with the Trustee evidencing compliance with the conditions and restrictions set forth in Section 7.10 of the Resolution permitting the issuance of bonds ranking on a basis of parity and equality with all the outstanding Series of Bonds issued pursuant to the Resolution as to security and source of payment, and in all other respects, as set out in the preamble hereto.

Section 3.05. All Provisions of the Resolution as to Revenues and Bond Fund Reaffirmed. All of the provisions of the Resolution as to the Revenues of the Consolidated Buildings Project, the application of same, the creation of various funds and the maintenance of the Debt Service Reserve Fund, are hereby readopted, ratified and confirmed.

Section 3.06. Compliance with Federal Arbitrage Regulations. Prior to or at the time of delivery of the Series Q Bonds, the Chairman of the Board and/or the chief financial officer of the University shall execute appropriate certifications with reference to the matters referred to above, setting out all known and contemplated facts concerning Series Q Bond proceeds and investments, including the execution of necessary and/or desirable certifications of the type contemplated by applicable Treasury Regulations in order to assure that interest on the Bonds will be exempt from all federal income taxes and that the Series Q Bonds will not be treated as arbitrage bonds.

Section 3.07. Compliance With All Provisions of Law. Prior to the issuance of the Series Q Bonds, all provisions of law shall be complied with, which must be complied with prior to or at that time.

Section 3.08. Covenant of Board To Take All Action Necessary to Assure Compliance With the Internal Revenue Code of 1986. In order to assure purchasers of the Series Q Bonds that interest thereon will continue to be exempt from all federal and Kentucky income taxation (subject to certain exceptions set out below), the Board covenants to and with the owners of the Series Q Bonds that (1) the Board will take all actions necessary to comply with the provisions of the Internal Revenue Code of 1986, as applicable (the "Code"), (2) the Board will take no actions which will violate any of the provisions of the Code, or would cause the Series Q Bonds to become "private activity bonds" or "arbitrage bonds" within the meaning of the Code, (3) none of the proceeds of the Series Q Bonds will be used for any purpose which would cause the interest on the Series Q Bonds to become subject to federal income taxation, and the Board will comply with any and all requirements as to rebate (and reports with reference thereto) to the United States of America of certain investment earnings on the proceeds of the Series Q Bonds.

Neither the University nor the Trustee shall take any action at any time which will cause the interest on the Bonds to become subject to Federal income taxation, and, without limiting the foregoing, it is covenanted for the benefit of the owners of such Bonds that no use of the proceeds of the Series Q Bonds will be made at any time which, if such use had been reasonably expected on the date of issue of such bonds, would have caused them to be "arbitrage bonds." This covenant shall impose an obligation to comply with the requirements of Section 148 of the Code, and the applicable regulations thereunder. The word "proceeds" as used herein shall have the meaning which it has under such section of the Code and such regulations and shall include all moneys on deposit in all Funds provided for herein and all Funds established in connection with the Project and the Bonds. Without limiting the generality of the foregoing, in no event shall moneys be deposited in any accounts created hereunder or invested pursuant to the provisions hereof if such deposit or investment shall cause any Bond to be an "arbitrage bond" within the meaning of Section 148 of the Code.

The Board certifies that on the basis of the facts, expectations, and circumstances (including covenants of the Board) in existence on the date of adoption of this Series Q Resolution it is not expected that the proceeds of the Series Q Bonds will be used in a manner that will cause such obligations to be "arbitrage bonds." The Chairman and the Treasurer of the Board are hereby jointly and severally designated and charged by the Board and the University

with the responsibility for issuing the Series Q Bonds and are hereby designated as the officers of the Board and the University to execute (by either of them) the ("no arbitrage") certification required by Section 1.103-13(a)(2)(ii) and any other provisions of the Treasury Regulations, and such certification shall set forth such facts, expectations and circumstances, which may be in brief and summary terms, and shall state that to the best of his knowledge and belief that are no other facts, expectations, or circumstances that would materially change such expectation that the proceeds of the issue of Bonds herein authorized will not be used in a manner that would cause same to be "arbitrage bonds." If, under any valid provisions of law hereafter enacted, the interest paid by the Board on the Bonds should excludable from the gross income of a recipient thereof for Federal income tax purposes without regard to compliance with the provisions of Section 148 of the Code, then the University shall not be required to comply with such provisions of the Code.

Without limiting the generality of the foregoing, the Board agrees that there shall be paid from time to time all amounts required to be rebated to the United States pursuant to Section 148(f) of the Code and any temporary, proposed or final Treasury Regulations as may be applicable to the Series Q Bonds from time to time. This covenant shall survive payment in full or defeasance of the Series Q Bonds. The Board specifically covenants to pay or cause to be paid to the United States, the Rebate Amount, at the times and in the amounts described in the Memorandum of Instructions. The Trustee, by execution of its Acceptance attached hereto, agrees to comply with all instructions of the Board given in accordance with the Memorandum of Instructions.

The Board reserves the right to amend the Series Q Resolution authorizing the Series Q Bonds without obtaining the consent of the owners of the Series Q Bonds (i) to whatever extent shall, in the opinion of Bond Counsel, be deemed necessary to assure that interest on the Series Q Bonds shall be exempt from federal income taxation, and (ii) to whatever extent shall be permissible (without jeopardizing such tax exemption or the security of the said owners) to eliminate or reduce any restrictions concerning the investment of the proceeds of these Series Q Bonds, or the application of such proceeds. The purchasers of these Series Q Bonds are deemed to have relied fully upon these covenants and undertakings on the part of the Board as part of the consideration for the purchase of the Series Q Bonds. To the extent that the Board obtains an opinion of nationally recognized bond counsel to the effect that non-compliance with any of the covenants contained in this Series Q Resolution or referred to in this Series Q Resolution would not subject interest on the Series Q Bonds to federal income taxes or Kentucky income taxes, the Board shall not be required to comply with such covenants or requirements.

Section 3.09. Compliance with SEC Rule 15c2-12 Disclosure Requirements. The Board agrees for the benefit of the holders of the Series Q Bonds to provide, or cause to be provided, continuing disclosure of the information required by Securities and Exchange Commission Rule 15c2-12 (the "Rule"). In order to comply with the requirements of the Rule, the Board hereby approves and agrees to enter into the Continuing Disclosure Agreement substantially in the form set forth in Exhibit A hereto (the "Continuing Disclosure Agreement").

Section 3.10. Copy of Resolution To Be Filed With Trustee. A certified copy of this Series Q Resolution shall be filed with the Trustee, and this Series Q Resolution shall take effect immediately upon its adoption and the filing of a certified copy hereof with the Trustee.

Section 3.11. Authorization. The Board hereby designates its Chairman and Secretary or their designees and the Treasurer of Western Kentucky University, to act as representatives of the Board in connection with the matters provided in this Series Q Resolution and said representatives or their designees are authorized and directed to execute and deliver, for and on behalf of the Board, the Continuing Disclosure Agreement and any and all additional certificates, documents, agreements or other papers and perform all other acts necessary or desirable in connection with the issuance of the Series Q Bonds, and arrangements for the investment of proceeds thereof, the necessity and desirability of such additional certificates, documents, agreements and other papers and such other acts to be established conclusively by the execution or taking thereof.

Adopted: October 31, 2003

(SEAL)


Chairman, Board of Regents

Attest:


Secretary

CERTIFICATE OF SECRETARY

The undersigned Secretary of the Board of Regents of Western Kentucky University, Bowling Green, Kentucky, hereby certifies that the foregoing is a true copy of a Series Q Resolution adopted by said Board at a meeting held on October 31, 2003, which Series Q Resolution pertains to the issuance of Consolidated Educational Buildings Revenue Bonds, Series Q, all as shown by the official records in my custody and under my control.

WITNESS my signature and the seal of the University this 21st day of October, 2003.

Christopher H. Carter
Secretary, Board of Regents

(SEAL)

EXHIBIT A

CONTINUING DISCLOSURE AGREEMENT

Relating to:

\$ _____
WESTERN KENTUCKY UNIVERSITY
CONSOLIDATED EDUCATIONAL BUILDINGS
REVENUE BONDS, SERIES Q

Dated as of: _____, 2003

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This Continuing Disclosure Agreement (the "Agreement") dated as of _____, 2003 by and between the Western Kentucky University (the "Issuer") and Branch Banking and Trust Company, Wilson, North Carolina (the "Trustee") under a bond resolution adopted by the Issuer on October 31, 2003 (the "Series Q Resolution"), is executed and delivered in connection with the issuance of the Issuer's Consolidated Educational Buildings Revenue Bonds, Series Q (the "Bonds"). Capitalized terms used in this Agreement which are not otherwise defined in the Series Q Resolution or the Resolution, as defined in the Series Q Resolution, shall have the respective meanings specified above or in Article IV hereof. The parties agree as follows:

ARTICLE I

THE UNDERTAKING

Section 1.1. Purpose. This Agreement shall constitute a written undertaking for the benefit of the Holders of the Bonds, and is being executed and delivered solely to assist the Purchasers in complying with subsection (b)(5) of the Rule.

Section 1.2. Annual Financial Information.

(a) The Issuer shall provide Annual Financial Information with respect to each fiscal year of the Issuer, commencing with fiscal ____, by no later than 9 months after the end of the respective fiscal year, but in any event shall provide Audited Financial Statements of the Issuer as soon as practicable, and within 15 business days, if possible, after the final publication date of such Audited Financial Statements, to each NRMSIR and the SID.

(b) The Issuer shall provide, in a timely manner, notice of any failure of the Issuer to provide the Annual Financial Information by the date specified in subsection (a) above to (i) either the MSRB or each NRMSIR, and (ii) the SID.

Section 1.3. Audited Financial Statements. If not provided as part of Annual Financial Information by the date required by Section 1.2(a) hereof, the Issuer shall provide Audited Financial Statements of the Issuer, when and if available, to each NRMSIR and the SID.

Section 1.4. Notices of Material Events.

(a) If a Material Event occurs, the Issuer shall provide, in a timely manner, a Material Event Notice to (i) either the MSRB or each NRMSIR, (ii) the SID, and (iii) the Trustee.

(b) The Trustee shall promptly advise the Issuer whenever, in the course of performing its duties as Trustee under the Series Q Resolution or the Resolution, the Trustee has actual notice of an occurrence which, if material, would require the Issuer to provide a Material Event Notice hereunder; provided, however, that the failure of the Trustee so to advise the Issuer shall not constitute a breach by the Trustee of any of its duties and responsibilities under this Agreement.

Section 1.5. Additional Disclosure Obligations. The Issuer acknowledges and understands that other state and federal laws, including but not limited to the Securities Act of 1933 and Rule 10b-5 promulgated under the Securities Exchange Act of 1934, may apply to the

Issuer, and that under some circumstances compliance with this Agreement, without additional disclosures or other action, may not fully discharge all duties and obligations of the Issuer under such laws.

ARTICLE II

OPERATING RULES

Section 2.1. References to Other Documents. It shall be sufficient for purposes of Section 1.2 hereof if the Issuer provides Annual Financial Information by specific reference to documents previously either (i) provided to each NRMSIR existing at the time of such reference and the SID, or (ii) filed with the SEC. If such a document is the Official Statement, it also must be available from the MSRB.

Section 2.2. Submission of Information. Annual Financial Information may be provided in one document or multiple documents, and at one time or in part from time to time.

Section 2.3. Material Event Notices. Each Material Event Notice shall be so captioned and shall prominently state the title, date and CUSIP numbers of the Bonds.

Section 2.4. Transmission of Information and Notices. Unless otherwise required by law and, in the Issuer's sole determination, subject to technical and economic feasibility, the Issuer shall employ such methods of information and notice transmission as shall be requested or recommended by the herein-designated recipients of the Issuer's information and notices.

Section 2.5. Fiscal Year. Annual Financial Information shall be provided at least annually notwithstanding any fiscal year longer than 12 calendar months. The Issuer's current fiscal year is July 1 - June 30, and the Issuer shall promptly notify (i) each NRMSIR, (ii) the SID and (iii) the Trustee of each change in the Issuer's fiscal year.

ARTICLE III

TERMINATION, AMENDMENT AND ENFORCEMENT

Section 3.1. Termination.

(a) The Issuer's and the Trustee's obligations under this Agreement shall terminate upon a legal defeasance pursuant to Section 10.02 of the Resolution, prior redemption or payment in full of all of the Bonds.

(b) This Agreement, or any provision hereof, shall be null and void in the event that the Issuer (i) delivers to the Trustee an opinion of Peck, Shaffer & Williams LLP or other nationally recognized bond counsel or counsel expert in federal securities laws, addressed to the Issuer and Trustee, to the effect that those portions of the Rule which require the provisions of this Agreement, or any of such provisions, do not or no longer apply to the Bonds, whether because such portions of the Rule are invalid, have been repealed, or otherwise, as shall be specified in such opinion, and (ii) delivers copies of such opinion to each NRMSIR and the SID.

Section 3.2. Amendment.

(a) This Agreement may be amended, by written agreement of the parties, without the consent of the Holders of the Bonds, (except to the extent required under clause (4)(ii) below), if all of the following conditions are satisfied: (1) such amendment is made in connection with a change in circumstances that arises from a change in legal (including regulatory) requirements, a change in law (including rules or regulations) or in interpretations thereof, or a change in the identity, nature or status of the Issuer or the type of business conducted thereby, (2) this Agreement as so amended would have complied with the requirements of the Rule as of the date of this Agreement, after taking into account any amendments or interpretations of the Rule, as well as any change in circumstances, (3) the Issuer shall have delivered to the Trustee an opinion of Peck, Shaffer & Williams LLP or other nationally recognized bond counsel or counsel expert in federal securities laws, addressed to the Issuer and the Trustee, to the same effect as set forth in clause (2) above and, (4) either (i) the Issuer shall have delivered to the Trustee an opinion of Peck, Shaffer & Williams LLP or other nationally recognized bond counsel or counsel expert in federal securities laws, addressed to the Issuer and the Trustee, to the effect that the amendment does not materially impair the interests of the Holders of the Bonds, or (ii) the Holders of the Bonds consent to the amendment to this Agreement pursuant to the same procedures as are required for amendments to the Resolution with consent of Holders of bonds pursuant to Article VIII of the Resolution as in effect on the date of this Agreement, and (5) the Issuer shall have delivered copies of such opinion and amendment to each NRMSIR and the SID.

(b) To the extent any amendment to this Agreement results in a change in the type of financial information or operating data provided pursuant to this Agreement, the first Annual Financial Information provided thereafter shall include a narrative explanation of the reasons for the amendment and the impact of the change.

(c) If an amendment is made to the basis on which financial statements are prepared, the Annual Financial Information for the year in which the change is made shall present a comparison between the financial statements or information prepared on the basis of the new accounting principles and those prepared on the basis of the former accounting principles. Such comparison shall include a quantitative and, to the extent reasonably feasible, qualitative discussion of the differences in the accounting principles and the impact of the change in the accounting principles on the presentation of the financial information.

Section 3.3. Benefit; Third-Party Beneficiaries; Enforcement.

(a) The provisions of this Agreement shall inure solely to the benefit of the Holders from time to time of the Bonds, except that beneficial owners of Bonds shall be third-party beneficiaries of this Agreement.

(b) Except as provided in this subsection (b), the provisions of this Agreement shall create no rights in any person or entity. The obligations of the Issuer to comply with the provisions of this Agreement shall be enforceable (i) in the case of enforcement of obligations to provide financial statements, financial information, operating data and notices, by any Holder of Outstanding Bonds, or by the Trustee on behalf of the Holders

of Outstanding Bonds, or (ii), in the case of challenges to the adequacy of the financial statements, financial information and operating data so provided, by the Trustee on behalf of the Holders of Outstanding Bonds; provided, however, that the Trustee shall not be required to take any enforcement action except at the direction of the Holders of not less than twenty-five percent (25%) in aggregate principal amount of the Bonds at the time Outstanding who shall have provided the Trustee with adequate security and indemnity. The Holders' and Trustee's rights to enforce the provisions of this Agreement shall be limited solely to a right, by action in mandamus or for specific performance, to compel performance of the Issuer's obligations under this Agreement. In consideration of the third-party beneficiary status of beneficial owners of Bonds pursuant to subsection (a) of this Section, beneficial owners shall be deemed to be Holders of Bonds for purposes of this subsection (b) unless and until the respective Holder exercises any rights pursuant to this subsection (b).

(c) Any failure by the Issuer or the Trustee to perform in accordance with this Agreement shall not constitute a default or an Event of Default under the Resolution, and the rights and remedies provided by the Resolution upon the occurrence of a default or an Event of Default shall not apply to any such failure.

(d) This Agreement shall be construed and interpreted in accordance with the laws of the State, and any suits and actions arising out of this Agreement shall be instituted in a court of competent jurisdiction in the State.

ARTICLE IV

DEFINITIONS

Section 4.1. Definitions. The following terms used in this Agreement shall have the following respective meanings:

"Annual Financial Information" means the financial information or operating data with respect to the Issuer, for each fiscal year of the Issuer, as set forth under the heading "OPERATIONS" in the Official Statement and Audited Financial Statements, if available, or Unaudited Financial Statements.

"Audited Financial Statements" means the annual financial statements, if any, of the Issuer, audited by such auditor as shall then be required or permitted by state law. Audited Financial Statements shall be prepared in accordance with GAAP; provided, however, that the Issuer may from time to time, if required by federal or state legal requirements, modify the basis upon which its financial statements are prepared. Notice of any such modification shall be provided to each NRMSIR and the SID, and shall include a reference to the specific federal or state law or regulation describing such accounting basis.

"GAAP" means generally accepted accounting principles as prescribed for governmental units by the Governmental Accounting Standards Board.

"Material Event" means any of the following events with respect to the Bonds, whether relating to the Issuer or otherwise, if material:

- (i) principal and interest payment delinquencies;

- (ii) non-payment related defaults;
- (iii) unscheduled draws on debt service reserves reflecting financial difficulties;
- (iv) unscheduled draws on credit enhancements reflecting financial difficulties;
- (v) substitution of credit or liquidity providers, or their failure to perform;
- (vi) adverse tax opinions or events affecting the tax-exempt status of the security;
- (vii) modifications to rights of security holders;
- (viii) bond calls (except in the case of a mandatory, scheduled redemption, not otherwise contingent upon the occurrence of an event, if the terms under which the redemption is to occur are set forth in detail in the Official Statement and the only open issue is which Bonds will be redeemed in the case of a partial redemption, provided notice of the redemption is given to the bondholders and the public; see Exchange Act Release No. 23856, Dec. 3, 1986);
- (ix) defeasances;
- (x) release, substitution, or sale of property securing repayment of the securities; and
- (xi) rating changes.

"Material Event Notice" means written or electronic notice of a Material Event.

"MSRB" means the Municipal Securities Rulemaking Board established pursuant to § 15B(b)(1) of the Securities Exchange Act of 1934.

"NRMSIR" shall mean any nationally recognized municipal securities information repository, as such term is used in the Release.

"Official Statement" means the "final official statement", as defined in paragraph (f)(3) of the Rule, relating to the Bonds.

"Release" means Securities and Exchange Commission Release No. 34-34961.

"Rule" means Rule 15c2-12 promulgated by the SEC under the Securities Exchange Act of 1934 (17 CFR Part 240, § 240.15c2-12), as in effect on the date of this Agreement, including any official interpretations thereof.

"SEC" means the United States Securities and Exchange Commission.

"SID" means the state information depository, as such term is used in the Release, if and when a SID is created for the State. As of the date of this Agreement, there is no SID in the State.

"State" means the Commonwealth of Kentucky.

"Unaudited Financial Statements" means the same as Audited Financial Statements, except that they shall not have been audited.

ARTICLE V

MISCELLANEOUS

Section 5.1. Duties, Immunities and Liabilities of Trustee. Article V of the Resolution is hereby made applicable to this Agreement as if this Agreement were (solely for this purpose) contained in the Resolution.

Section 5.2. Counterparts. This Agreement may be executed in several counterparts, each of which shall be an original and all of which shall constitute but one and the same instrument.

IN WITNESS WHEREOF, the parties have each caused this Agreement to be executed by their duly authorized representatives, all as of the date first above written.

WESTERN KENTUCKY UNIVERSITY

By: _____

Title: _____

**BRANCH BANKING AND TRUST
COMPANY, as Trustee**

By: _____

Title: _____

26265'2

Western Kentucky University
First Quarter 2004 - Statement of Revenues and Expenses
For the period from July 1, 2003 to September 30, 2003

| | Original Budget | Revised Budget 1st Quarter | Revised Budget 2nd Quarter | Revised Budget 3rd Quarter | Actual 1st Quarter Year-to-date | Percent of 2003-2004 Actual/Revised | Percent of Prior Year Actual/Revised |
|--------------------------------|-----------------------|-------------------------------|-------------------------------|-------------------------------|---------------------------------------|---|--|
| Revenues | | | | | | | |
| Educational and General | | | | | | | |
| Unrestricted | | | | | | | |
| Student tuition and fees | \$ 64,444,000 | \$ 64,444,000 | | | \$ 33,778,495 | 52.42% | 56.04% |
| State appropriations | \$ 72,040,100 | \$ 72,040,100 | | | \$ 21,582,300 | 29.96% | 29.87% |
| Other | \$ 10,544,900 | \$ 10,544,900 | | | \$ 3,537,397 | 33.55% | 32.92% |
| Net assets allocation | | \$ 2,513,933 | | | | | |
| Total unrestricted | \$ 147,029,000 | \$ 149,542,933 | \$ - | \$ - | \$ 58,898,192 | | |
| Restricted | | | | | | | |
| Grants and contracts | \$ 48,263,000 | \$ 48,263,000 | | | \$ 17,704,595 | 36.68% | 36.59% |
| Other | \$ 836,000 | \$ 836,000 | | | \$ 144,151 | 17.24% | 13.21% |
| Total restricted | \$ 49,099,000 | \$ 49,099,000 | \$ - | \$ - | \$ 17,848,746 | | |
| Auxiliary Enterprises | | | | | | | |
| Revenue sources | \$ 15,660,000 | \$ 15,660,000 | | | \$ 5,719,526 | 36.52% | 26.74% |
| Net assets allocation | | \$ 167,498 | | | | | |
| Total auxiliary enterprises | \$ 15,660,000 | \$ 15,827,498 | \$ - | \$ - | \$ 5,719,526 | | |
| Total revenue | \$ 211,788,000 | \$ 214,469,431 | \$ - | \$ - | \$ 82,466,464 | 38.45% | 37.64% |
| Expenditures | | | | | | | |
| Educational and General | | | | | | | |
| Unrestricted | \$ 147,029,000 | \$ 149,542,933 | | | \$ 38,348,037 | 25.64% | 25.16% |
| Restricted | | | | | | | |
| Grants and contracts | \$ 48,263,000 | \$ 48,263,000 | | | \$ 17,704,595 | 36.68% | 36.59% |
| Other | \$ 836,000 | \$ 836,000 | | | \$ 144,151 | 17.24% | 13.21% |
| Total restricted | \$ 49,099,000 | \$ 49,099,000 | \$ - | \$ - | \$ 17,848,746 | 36.35% | 36.17% |
| Auxiliary enterprises | | | | | | | |
| Auxiliary enterprises | \$ 15,660,000 | \$ 15,827,498 | | \$ - | \$ 4,521,026 | 28.56% | 28.25% |
| Total expenses | \$ 211,788,000 | \$ 214,469,431 | \$ - | \$ - | \$ 60,717,809 | 28.31% | 28.02% |

* Current year expenditures sources include both revenues from current year and net asset allocations from prior year revenue sources.

REAL ESTATE SALES AND PURCHASE CONTRACT
1658 Normal Drive

THIS SALES & PURCHASE CONTRACT, made and entered into on this 10th day of September, 2003, by and between Western Kentucky University, by and through its authorized representative, John Osborne, whose address is 1 Big Red Way, Bowling Green, Kentucky, 42101, hereinafter referred to as "Buyer," and Sterling Willoughby, unmarried, by and through his attorney in fact, Carmen Dearing, whose address is 14223 Sawmill Court, Phoenix, Maryland, 21131, hereinafter referred to collectively as "Seller":

WITNESSETH

1. The Buyer hereby agrees to purchase the property owned by the Seller in Bowling Green, Warren County, Kentucky, with all improvements thereon and appurtenances thereunto belonging and known as the property located at **1658 Normal Drive**, Bowling Green, Warren County, Kentucky, described in Deed Book 274, Page 130, for the purchase price ONE HUNDRED THIRTY-FOUR THOUSAND AND NO CENTS (\$134,000.00). The purchase price shall be paid by the Buyer to the Seller on the date of closing.

2. The Buyer shall pay all closing costs, survey fees, appraisal fees and deed recording fees and shall select the attorney for document preparation and closing.

3. The parties agree that this transaction shall be closed on or before November 14, 2003. At the closing, upon the purchase price being paid as provided for herein, Seller shall deliver to the Buyer a good and sufficient General Warranty Deed conveying the real estate to Buyer with a marketable title with the usual covenants such as any title company will insure, except easements of record and all restrictions as to use and improvement of the property of record and any restrictions imposed by the Planning and Zoning Commission. Should the title to said property appear defective, the Buyer herein shall extend to the Seller thirty (30) days in which to clarify same at the cost of the Seller. The Buyer shall pay for the Opinion of Title, the deed tax, and preparation of deed.

4. The parties agree that possession of the property shall be given at closing. Ad valorem taxes shall be prorated between the parties as of the date of closing.

5. It is understood between the parties that if the title of the Seller is not marketable and is not made marketable within the thirty days allowed by this contract, Buyer may terminate this Contract by providing written notice to the Seller and neither party shall have any further obligation hereunder.

6. All risk of loss or damage to the property by fire, windstorm, casualty, or other causes remains with the Seller until conveyance of title. If property is so damaged or destroyed, the Buyer may elect to terminate the Contract as set forth in Paragraph 5 above.

7. Buyer acknowledges its responsibility to obtain insurance to cover its equitable interest in the property.


8. Buyer may, at its sole expense, have an inspection made of the property prior to closing and Seller shall provide access to the property for such inspection upon reasonable notice. If such inspection reveals latent defects for which repair or remediation cost would exceed \$5,000.00, Buyer may terminate the contract as set forth above or have the Seller to make said repairs.

9. The parties agree and understand that **all terms and conditions of this Contract and the Buyer's obligations herein are contingent upon the approval of the Contract by the Board of Regents of Western Kentucky University.** Buyer agrees to seek approval of the Contract on or before November 1, 2003. If the Buyer fails to do so, or if the Board of Regents does not take action to approve the Contract, the parties agree that this Contract shall be null and void as of that date and both parties will be relieved of all responsibilities and obligations herein.

10. The parties hereby acknowledge that they have read the entire contents of this contract and are not relying on verbal statements not contained herein.

IN TESTIMONY WHEREOF, witnesseth the hands and signatures of the Buyer and Seller
hereto on this 10th day of September, 2003.

Buyer:

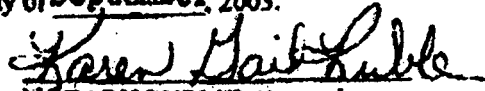

Western Kentucky University
BY: John Osborne, Associate Vice President
Campus Services

COMMONWEALTH OF KENTUCKY)

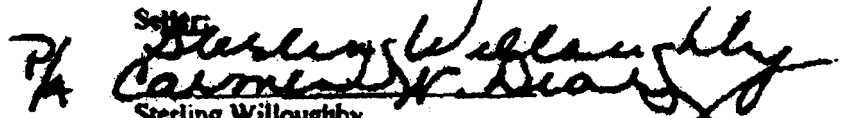
COUNTY OF WARREN)

SS

SUBSCRIBED TO AND SWORN before me by John Osborne, authorized representative of
Western Kentucky University, on this 10th day of September, 2003.


NOTARY PUBLIC, Kentucky
State at Large
My commission expires:


Seller:

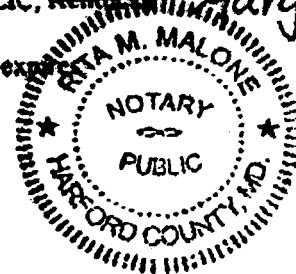

Sterling Willoughby
By Carmen Dearing, Attorney in Fact

State of Maryland
COMMONWEALTH OF KENTUCKY)
BALTIMORE
COUNTY OF WARREN)

SS

SUBSCRIBED TO AND SWORN before me by Sterling Willoughby by and through his
attorney in fact, Carmen Dearing, on this 23rd day of September, 2003.


NOTARY PUBLIC, Kentucky
State at Large
My commission expires: 2/19/05



TOTAL P. 31